

2020 General Reporting Initiative (GRI) Standards Data Report

Published in May 2021, this data report has been prepared in accordance with the GRI Standards: Core option and is related to Keysight's sustainability performance in fiscal year 2020 for the period of November 1, 2019 through October 31, 2020. It includes all company operations worldwide, unless otherwise noted. See the [Keysight 2020 Corporate Social Responsibility \(CSR\) Report](#) and [CSR Web site](#) for more information on our related programs.

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.

Table of Contents

General Disclosures	6
Organizational Profile	6
Name of the Organization GRI 102-1	6
Activities, Brands, Products, and Services GRI 102-2	7
Location of Headquarters GRI 102-3	8
Location of Operations GRI 102-4	9
Ownership and Legal Form GRI 102-5	10
Markets Served GRI 102-6	11
Scale of the Organization GRI 102-7	12
Information on Employees and Other Workers GRI 102-8	13
Supply Chain GRI 102-9	15
Significant Changes to the Organization and its Supply Chain GRI 102-10	16
Precautionary Principle or Approach GRI 102-11	17
External Initiatives GRI 102-12	18
Membership of Associations GRI 102-13	19
Strategy	20
Statement From Senior Decision-maker GRI 102-14	20
Ethics and Integrity	21
Values, Principles, Standards, And Norms Of Behavior GRI 102-16	21
Governance	22
Governance Structure GRI 102-18	22
Stakeholder Engagement	24
List of Stakeholder Groups GRI 102-40	24
Collective Bargaining Agreements GRI 102-41	25
Identifying and Selecting Stakeholders GRI 102-42	26
Approach to Stakeholder Engagement GRI 102-43	27
Key Topics and Concerns Raised GRI 102-44	28
Reporting Practice	29
Entities Included in the Consolidated Financial Statements GRI 102-45	29
Defining Report Content and Topic Boundaries GRI 102-46	30
List of Material Topics GRI 102-47	31
Restatements of Information GRI 102-48	32
Changes in Reporting GRI 102-49	33
Reporting Period GRI 102-50	34
Date of Most Recent Report GRI 102-51	35
Reporting Cycle GRI 102-52	36
Contact Point for Questions Regarding the Report GRI 102-53	37
Claims of Reporting in Accordance with the GRI Standards GRI 102-54	38
GRI Content Index GRI 102-55	39
External Assurance GRI 102-56	40
Management Approach	41
Management Approach	41
Explanation of the Material Topic and its Boundary GRI 103-1	41
The Management Approach and its Components GRI 103-2	43
Evaluation of the Management Approach GRI 103-3	44
Economic	45
Economic Performance	45
Management Approach: Economic Performance GRI 103-1, 103-2, 103-3	45
Direct Economic Value Generated And Distributed GRI 201-1	46
Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2	47
Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3	49
Financial Assistance Received From Government GRI 201-4	50
Market Presence	51
Management Approach: Market Presence GRI 103-1, 103-2, 103-3	51

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1	52
Proportion Of Senior Management Hired From The Local Community GRI 202-2	53
Indirect Economic Impacts	54
Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3	54
Infrastructure Investments And Services Supported GRI 203-1	55
Significant Indirect Economic Impacts GRI 203-2	56
Procurement Practices	57
Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3	57
Proportion Of Spending On Local Suppliers GRI 204-1	58
Anti-Corruption	59
Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3	59
Operations Assessed for Risks Related to Corruption GRI 205-1	60
Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2	61
Confirmed Incidents of Corruption and Actions Taken GRI 205-3	62
Anti-Competitive Behavior	63
Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3	63
Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1	64
Tax	65
Management Approach: Tax GRI 103-1, 103-2, 103-3	65
Approach to Tax GRI 207-1	66
Tax Governance, Control, and Risk Management GRI 207-2	67
Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3	68
Country-by-Country Reporting GRI 207-4	69
Environmental	70
Materials	70
Management Approach: Materials GRI 103-1, 103-2, 103-3	70
Materials Used By Weight Or Volume GRI 301-1	71
Recycled Input Materials Used GRI 301-2	72
Reclaimed Products and their Packaging Materials GRI 301-3	73
Energy	74
Management Approach: Energy GRI 103-1, 103-2, 103-3	74
Energy Consumption Within the Organization GRI 302-1	75
Energy Consumption Outside of the Organization GRI 302-2	77
Energy Intensity GRI 302-3	78
Reduction of Energy Consumption GRI 302-4	79
Reductions in Energy Requirements of Products and Services GRI 302-5	80
Water and Effluents	81
Management Approach: Water and Effluents GRI 103-1, 103-2, 103-3	81
Interactions With Water as a Shared Resource GRI 303-1	82
Management of Water Discharge-Related Impacts GRI 303-2	83
Water Withdrawal GRI 303-3	84
Water Discharge GRI 303-4	86
Water Consumption GRI 303-5	88
Biodiversity	89
Management Approach: Biodiversity GRI 103-1, 103-2, 103-3	89
Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1	90
Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2	91
Habitats Protected Or Restored GRI 304-3	92
IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4	93
Emissions	94
Management Approach: Emissions GRI 103-1, 103-2, 103-3	94
Direct (Scope 1) GHG Emissions GRI 305-1	95
Energy Indirect (Scope 2) GHG Emissions GRI 305-2	96
Other Indirect (Scope 3) GHG Emissions GRI 305-3	97
GHG Emissions Intensity GRI 305-4	98

Reduction Of GHG Emissions GRI 305-5	99
Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6	100
Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7	101
Effluents and Waste	103
Management Approach: Effluents and Waste GRI 103-1, 103-2, 103-3	103
Water Discharge by Quality and Destination GRI 306-1	104
Waste by Type and Disposal Method GRI 306-2	106
Significant Spills GRI 306-3	108
Transport of Hazardous Waste GRI 306-4	109
Water Bodies Affected by Water Discharges and/or Runoff GRI 306-5	110
Environmental Compliance	111
Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3	111
Non-Compliance with Environmental Laws and Regulations GRI 307-1	112
Supplier Environmental Assessment	113
Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3	113
New Suppliers that were Screened Using Environmental Criteria GRI 308-1	114
Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2	115
Social	116
Employment	116
Management Approach: Employment GRI 103-1, 103-2, 103-3	116
New Employee Hires and Employee Turnover GRI 401-1	119
Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2	120
Parental Leave GRI 401-3	122
Labor/Management Relations	123
Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3	123
Minimum Notice Periods Regarding Operational Changes GRI 402-1	125
Occupational Health and Safety	126
Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3	126
Occupational Health and Safety Management System GRI 403-1	127
Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2	128
Occupational Health Services GRI 403-3	129
Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4	130
Worker Training on Occupational Health and Safety GRI 403-5	131
Promotion of Worker Health GRI 403-6	132
Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7	133
Workers Covered by an Occupational Health and Safety Management System GRI 403-8	134
Work-Related Injuries GRI 403-9	135
Work-Related Ill Health GRI 403-10	136
Training and Education	137
Management Approach: Training and Education GRI 103-1, 103-2, 103-3	137
Average Hours of Training Per Year Per Employee GRI 404-1	139
Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2	140
Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3	141
Diversity and Equal Opportunity	142
Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3	142
Diversity of Governance Bodies and Employees GRI 405-1	144
Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2	145
Non-Discrimination	148
Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3	148
Incidents of Discrimination and Corrective Actions Taken GRI 406-1	150
Freedom of Association and Collective Bargaining	151
Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3	151
Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1	152
Child Labor	153
Management Approach: Child Labor GRI 103-1, 103-2, 103-3	153
Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1	155

Forced or Compulsory Labor	156
Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3	156
Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1	158
Security Practices	159
Management Approach: Security Practices GRI 103-1, 103-2, 103-3	159
Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1	160
Rights of Indigenous Peoples	161
Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3	161
Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1	163
Human Rights Assessment	164
Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3	164
Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1	165
Employee Training on Human Rights Policies or Procedures GRI 412-2	166
Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3	167
Local Communities	168
Management Approach: Local Communities GRI 103-1, 103-2, 103-3	168
Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1	169
Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2	170
Supplier Social Assessment	171
Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3	171
New Suppliers that were Screened Using Social Criteria GRI 414-1	172
Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2	173
Public Policy	174
Management Approach: Public Policy GRI 103-1, 103-2, 103-3	174
Political Contribution GRI 415-1	175
Customer Health and Safety	176
Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3	176
Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1	177
Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2	178
Marketing and Labeling	179
Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3	179
Requirements for Product and Service Information and Labeling GRI 417-1	180
Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2	181
Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3	182
Customer Privacy	183
Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3	183
Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1	184
Socioeconomic Compliance	185
Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3	185
Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1	186

General Disclosures

Organizational Profile

Name of the Organization GRI 102-1

General Disclosures / Organizational Profile / Name of the Organization GRI 102-1

Name of the organization.

Keysight Technologies, Inc.

Activities, Brands, Products, and Services GRI 102-2

General Disclosures / Organizational Profile / Activities, Brands, Products, and Services GRI 102-2

Activities, brands, products, and services.

Primary brands, products, and services:
Keysight helps enterprises, service providers and governments accelerate innovation to connect and secure the world by providing electronic design and test solutions that are used in the simulation, design, validation, manufacture, installation, optimization and secure operation of electronics systems in the communications, networking and electronics industries. See www.keysight.com or additional supporting information for a full list of Keysight products and services.

References:

-  [About Keysight](#)
-  [Keysight Products and Services Listing](#)
-  [Keysight Solutions Listing](#)
-  [Keysight Industries Listing](#)

Location of Headquarters GRI 102-3

General Disclosures / Organizational Profile / Location of Headquarters GRI 102-3

Location of the organization's headquarters.

Keysight Technologies, Inc.
1400 Fountaingrove Parkway
Santa Rosa, CA 95403-1738
United States

Location of Operations GRI 102-4

General Disclosures / Organizational Profile / Location of Operations GRI 102-4

Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report.

Number of Countries: 100	Keysight conducts business in more than 100 countries with physical locations in approximately 30 countries and significant operations — including a large number of employees, manufacturing facilities, and operations centers — in the United States, the United Kingdom, the European Union, Singapore, Malaysia, Japan and China among other countries. https://www.keysight.com/... https://www.keysight.com/...
--------------------------	--

References:

 [About Keysight](#)

Ownership and Legal Form GRI 102-5

General Disclosures / Organizational Profile / Ownership and Legal Form GRI 102-5

Nature of ownership and legal form.

Keysight is a publicly traded company listed on the New York Stock Exchange under the ticker symbol "KEYS." Keysight has a documented set of governance policies that can be viewed on the company's external website at <http://investor.keysight.com>.

References:

 [All Keysight Annual Reports and Proxy Statements](#)

 [About Keysight](#)

Markets Served GRI 102-6

General Disclosures / Organizational Profile / Markets Served GRI 102-6

Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).

Markets Served	Geographic Breakdown	Sectors Served	Types of Customers and Beneficiaries
Aerospace/ Defense Automotive and Energy Communications Education Enterprise Government Semiconductor Service Providers	Asia Pacific, Americas, Europe, Africa	Electronic Measurement Solutions & Services	Keysight customers are leaders in technology. They are visionaries and innovators who achieve breakthroughs that connect and secure the world. Keysight accelerates these breakthroughs by providing leading-edge design, test, manufacture, and optimization solutions to help build a better planet across a multitude of industries and markets. See our Annual Report for details on markets, customers and beneficiaries served.

Additional Comments

See our Annual Report for details on markets, customers and beneficiaries served.

References:

-  [Keysight Investor Relations](#)
-  [All Keysight Annual Reports and Proxy Statements](#)

Scale of the Organization GRI 102-7

General Disclosures / Organizational Profile / Scale of the Organization GRI 102-7

Scale of reporting organization:

Total number of employees	13,947
Total number of operations	140
Net sales (for private sector organizations) or net revenues (for public sector organizations): Currency: USD	4,221,000,000
Total capitalization	Debt: 1,789,000,000
	Equity: 3,297,000,000
Quantity of products or services provided	
Total assets	7,218,000,000
Beneficial ownership (including identity and percentage of ownership of largest shareholders)	To view ownership profile details please refer to our Investor Relations section of our website at https://investor.keysight...
Data Publicly Available: Yes	

References:



[All Keysight Annual Reports and Proxy Statements](#)

Information on Employees and Other Workers GRI 102-8

General Disclosures / Organizational Profile / Information on Employees and Other Workers GRI 102-8

Information on employees and other workers.

% of operations included in data:	100	2020	2019	2018	2017
Employees - male:		10028	9740	9442	7528
Employees - female:		4534	4380	4182	3556
Total: Employees		14562	14120	13624	11084
Number of permanent employees by employment type					
Full-time - male:		9509	9246	9028	7221
Full-time - female:		4074	3964	3799	3214
Total: Full-time		13583	13210	12827	10435
Part-time - male:		89	78	66	52
Part-time - female:		105	122	121	114
Total: Part-time		194	200	187	166
Number of employees by employment contract					
Indefinite or permanent contract - male:		9598	9324	9094	7273
Indefinite or permanent contract - female:		4179	4086	3920	3328
Total: Indefinite or permanent contract		13777	13410	13014	10601
Fixed-term or temporary contract - male:		383	377	348	255
Fixed-term or temporary contract - female:		286	247	262	228
Total: Fixed-term or temporary contract		669	624	610	483
Breakout of workforce by region					
Location (Male): Americas		163	152	139	99
Location (Female): Americas		38	34	32	21
Location (Male): Asia		4107	3970	3809	3250
Location (Female): Asia		2578	2461	2324	2109
Location (Male): Europe		2108	1983	1919	1404
Location (Female): Europe		694	668	636	467
Location (Male): USA		3650	3635	3575	2775
Location (Female): USA		1224	1217	1190	959

Details on whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors:				
A substantial portion of the work is NOT performed by self-employed people or subcontractors.				
Significant variations in employment numbers				
Data publicly available:				
No				
We publicly disclose demographics by:				

Additional Comments

Extract of Keysight full population as of 31-Oct-2020. 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 2020, 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 2020.

Cross-referenced Data Requests

SASB

Employee Representation - Gender (GRI Standards - Disclosure 102-8 <-> SASB - TC-HW-330a.1; TC-SI-330a.3)
Total Employees (GRI Standards - Disclosure 102-8 <-> SASB - RT-EE-000.B)

Supply Chain GRI 102-9

General Disclosures / Organizational Profile / Supply Chain GRI 102-9

Description of the organization's supply chain.

Keysight's supply chain organizations are chartered to provide 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

Our global supplier base consists of approximately 10,000 suppliers from more than 70 countries, which are the leading companies from varied 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.

Additional Comments

1. Legal, accountable and auditable refer to Keysight Standards of Business Conduct
2. Ethically, environmentally and socially responsible refer to Keysight Supplier Code of Conduct
3. Conform to ISO quality management system standard refer to Keysight Quality Policy

References:



[Keysight Quality Policy](#)



[Keysight Supplier Code of Conduct](#)



[Keysight Standards of Business Conduct](#)

Significant Changes to the Organization and its Supply Chain GRI 102-10

General Disclosures / Organizational Profile / Significant Changes to the Organization and its Supply Chain GRI 102-10

Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.

There were no significant changes to the company's size, share capital structure, ownership, or supply chain in this reporting period.

Precautionary Principle or Approach GRI 102-11

General Disclosures / Organizational Profile / Precautionary Principle or Approach GRI 102-11

Whether and how the organization applies the Precautionary Principle or approach.

This is not applicable to Keysight product, solutions, software, or services.

External Initiatives GRI 102-12

General Disclosures / Organizational Profile / External Initiatives GRI 102-12

List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.

Principles Endorsed	Type
1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995, and 1997; Ozone Secretariat, United Nations Environmental Program	Compliance Obligatory
California Supply Chain Transparency Act of 2010	Compliance Obligatory
Customs- Trade Partnership Against Terrorism - USA	Compliance Obligatory
Dodd-Frank Wall Street Reform and Consumer Protection Act	Compliance Obligatory
AEO Status- China, Germany, India, Netherlands, & Malaysia Factory	Compliance Obligatory
EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005	Compliance Obligatory
Global Reporting Initiative—GRI 4.0 sustainability reporting guidelines	Nonbinding/Voluntary
ISO 14001:2015—International standard for environmental management systems	Nonbinding/Voluntary
ISO 26000:2010—Standard that provides guidance on social responsibility	Nonbinding/Voluntary
ISO 9000:2015—Quality Management Systems—Fundamentals and Vocabulary	Nonbinding/Voluntary
ISO 9001:2015—Quality Management Systems—Requirements ISO 9000:2005	Nonbinding/Voluntary
OHSAS 18001:1999—Standard for occupational health and safety management systems	Nonbinding/Voluntary
Responsible Business Alliance	Nonbinding/Voluntary
United Nations Guiding Principles on Business and Human Rights	Nonbinding/Voluntary
U.S. Foreign Corrupt Practices Act and similar anticorruption laws enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.	Compliance Obligatory
UK Bribery Act 2010	Compliance Obligatory
US Equal Opportunity laws and accompanying regulations	Compliance Obligatory
Conventions of the International Labour Organization (ILO)	Compliance Obligatory
EU General Data Protection Regulation and similar privacy / data protection regulations	Compliance Obligatory
ISO/IEC 27001:2013— Information Security Management	Nonbinding/Voluntary
UK Modern Slavery Act 2015	Compliance Obligatory
Data publicly available: No	

Additional Comments

Many of Keysight's policies and practices used in the operation of our business are consistent with internationally accepted charters and principles. Some of the guidelines, charters and principles that were considered by Keysight in developing our policies, position statements, and reporting structures are listed above.

Membership of Associations GRI 102-13

General Disclosures / Organizational Profile / Membership of Associations GRI 102-13

Memberships of industry or other associations, and national or international advocacy organizations.

Memberships
Various Business memberships such as: Information Technology Industry Council, University of Maryland Center for Advanced LifeCycle Engineering, Dangerous Goods Advocacy Council, Global Business Travel Association, Association of Chartered Certified Accountants
Various Industry memberships such as: International Electronics Manufacturing Initiative, National Association of Software and Services Companies, American National Standards Institute, Canadian Standard Association, International Telecommunications Standards Body, Institute of Electrical and Electronic Engineers, German Electrical and Electronic Manufacturers Association, Japan Electric Measuring Instruments Manufacturers Association, LXI Consortium
Various Technology memberships such as: HDP User Group International, HDMI Forum, Advanced Research in Electronics Assembly Consortium, Mobile Industry Processor Interface (MIPI) Alliance, Peripheral Component Interconnect Special Interest Group (PCI-SIG), Serial ATA International Organization (SATA-IO), AXIe Consortium, Stanford Center for Integrated Systems, CAN in Automation (CiA), PXI Systems Alliance, The International Society of Automation (ISA), Ethernet Alliance, 5G Automotive Association EV, Institute of Electronics, Information and Communication Engineers (IECE)
Various regional and International Community memberships such as: Society of Women Engineers International, American Association of University Women
Various regional Chamber of Commerce memberships, such as: European Union Committee of the American Chamber of Commerce, Hispanic Chamber of Commerce, Santa Rosa Metro Chamber, North Bay Leadership Council

Additional Comments

Keysight participates in 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 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. Examples of these memberships are listed above.

Strategy

Statement From Senior Decision-maker GRI 102-14

General Disclosures / Strategy / Statement From Senior Decision-maker GRI 102-14

Statement from the most senior decision-maker at Keysight Technologies about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.

See the "Letter from our CEO" in Keysight's Annual CSR Report at <http://www.keysight.com/g...>

References:

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

 [Keysight CSR Web Site](#)

Cross-referenced Data Requests

TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards - Strategy B <-> TCFD - Disclosure 102-14)

Ethics and Integrity

Values, Principles, Standards, And Norms Of Behavior GRI 102-16

General Disclosures / Ethics and Integrity / Values, Principles, Standards, And Norms Of Behavior GRI 102-16

A description of the organization's 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 our 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 four core values including speed and courage, uncompromising integrity, high performance, one Keysight and social responsibility.

Keysight's Standards of Business Conduct 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 Standards of Business Conduct. 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, Standards of Business Conduct, 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, available at www.investor.keysight.com under "Corporate Governance."

References:

-  [Keysight Corporate Governance Guidelines](#)
 -  [Keysight Director Code of Ethics](#)
 -  [Keysight Amended and Restated Bylaws](#)
 -  [Keysight Related Person Transaction Policy](#)
 -  [Keysight Audit and Finance Committee Charter](#)
 -  [Keysight Compensation Committee Charter](#)
 -  [Keysight Executive Committee Charter](#)
 -  [Keysight Nominating and Corporate Governance Committee Chart...](#)
 -  [Keysight Environmental and Social Responsibility Expectation...](#)
 -  [Keysight Standards of Business Conduct](#)
 -  [Conflict Minerals Statement](#)
 -  [Keysight Leadership Model \(KLM\)](#)
 -  [Keysight Human Rights & Labor Policy](#)
-

Governance

Governance Structure GRI 102-18

General Disclosures / Governance / Governance Structure GRI 102-18

Governance structure of the organization, including committees of the highest governance body and committees responsible for the decision-making on economic, environmental, and social topics.

Committee Function	Name of Committee	Formal Board Responsibility?	Number of Executive Directors	Number of Non-Executive Directors (NEDs)	Number of connected NEDs	Committee chairperson is independent
☒ Audit/Accounting	Audit and Finance Committee	☒		4		☒ Yes ☐ No
☒ Remuneration/ Compensation	Compensation Committee	☒		4		☒ Yes ☐ No
☒ Nomination	Nominating/Corporate Governance Committee	☒		8		☒ Yes ☐ No
☐ Worldwide Labor Policies and Practices		☐				
☐ Human Rights Issues		☐				
☐ Diversity and Employment Equity		☐				
☐ Supply Chain Social Responsibility		☐				
☐ Corp. Social Responsibility, Corp. Citizenship, Sustainable Development		☐				
☐ Health and Safety		☐				
☐ Environmental Issues		☐				
☐ Risk Management		☐				
☐ Ethics Issues		☐				
☐ Political Involvement		☐				
☐ Customer Service and Quality		☐				
☐ Community and Public Relations		☐				
☐ Charitable Giving		☐				
Other Executive Committee	Executive Committee	☒	1	1		
Is the company's governance structure data publicly available?						
Yes Link to disclosure: http://investor.keysight.com/corporate-governance/board-of-directors/default.aspx						

Additional Comments

Keysight Technologies is led by a chief executive officer and overseen by a board of directors (the "Board of Directors" or "Board"). The current committees of the Board are Audit and Finance, Compensation, Executive, and Nominating and Corporate Governance. The Board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Keysight's governance structure can be found on the company's Investor Relations website at <https://investor.keysight.com/corporate-governance/board-of-directors/default.aspx>.

References:



[Keysight Investor Relations](#)



[Keysight 2021 Proxy Statement](#)

Cross-referenced Data Requests
TCFD

- Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 102-18)
 - Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 102-18)
-

Stakeholder Engagement

List of Stakeholder Groups GRI 102-40

General Disclosures / Stakeholder Engagement / List of Stakeholder Groups GRI 102-40
List of stakeholder groups engaged by the organization.

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.

Collective Bargaining Agreements GRI 102-41

General Disclosures / Stakeholder Engagement / Collective Bargaining Agreements GRI 102-41

Percentage of total employees covered by collective bargaining agreements

	2020	2019	2018	2017
Percentage of total employees covered by collective bargaining agreements:	5.07%	5.18%	5.2%	5.7%

Additional Comments

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.

Identifying and Selecting Stakeholders GRI 102-42

General Disclosures / Stakeholder Engagement / Identifying and Selecting Stakeholders GRI 102-42

Basis for identification and selection of stakeholders with whom to engage.

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. The company's key stakeholders include customers, employees, and shareholders. Additional stakeholders include multiple partner organizations such as suppliers, local communities, market/technology/industry influencers, etc.

Approach to Stakeholder Engagement GRI 102-43

General Disclosures / Stakeholder Engagement / Approach to Stakeholder Engagement GRI 102-43

Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Stakeholder Type / Stakeholder Group	Frequency of engagement	Approach	Portion of engagement undertaken as part of the report preparation process
Keysight Customer Satisfaction Survey	After a recent transaction	Customer satisfaction on recent transactions with one of four touch points: Business Center, Contact Center, Sales, and Service Customers receive email invitations with a link to the survey for to gauge their satisfaction with recent transactions.	Data reviewed and referenced as required by specific disclosure requests.
Customers	Regularly	Engage as required to support customer requirements.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Employee	On regular intervals	Regular performance reviews and discussions with immediate supervisors. All employees have regular reviews with their immediate supervisor.	
Employee	Quarterly and as needed	Employee sessions are to share business updates and country-specific information, as well as to answer employee questions. At locations around the world, quarterly sessions are conducted to provide updates on Keysight's business, country-specific updates, and to engage employee in Q&A sessions.	Data reviewed and referenced as required by specific disclosure requests.
Suppliers	Regularly	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.	Data reviewed and referenced as required by specific disclosure requests.
Shareholders	Quarterly earning conference calls	Scheduled conference calls to discuss Keysight performance.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Shareholders	Annual shareholder meeting	The stockholder meeting is open to all shareholders and provides an opportunity to vote on proposals.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Shareholders	Investors conferences	Keysight shares updates and insights with investors.	Included in CSR materiality assessment used as basis for material CSR reporting elements.

Additional Comments

Keysight engages with key stakeholders through consultation, surveys, ad-hoc feedback and reviews. The company has ongoing relationships with local, regional, and national regulators regarding operational areas such as Environmental Health and Safety (EHS); employee engagement and labor compliance, product environmental and safety compliance.

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 (CSR). 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.

Key Topics and Concerns Raised GRI 102-44

General Disclosures / Stakeholder Engagement / Key Topics and Concerns Raised GRI 102-44

Key topics and concerns that have been raised through stakeholder engagement.

Stakeholder Group	Key Topics/Concerns	Response
Customers	Product quality Product end-of-life / takeback Packaging and waste Supply chain accountability and human rights Conflict minerals	This information is used as input for new solutions and customer response.
Employees	Pay Benefits Health and safety Corporate transparency and integrity Workplace experience and employee talent Community engagement Diversity and inclusion	This information is used as input for Keysight's corporate social responsibility strategy, program development and pay and benefits annual reviews.
Shareholders	Growth and returns Ethics and governance Environmental sustainability Governance and transparency Supply chain human rights Product innovation Workforce development Diversity	This information is used as input for Keysight's strategies.
Suppliers	Supplier policies Payment terms Ethics and Governance Human Rights & Labor	This information is used as input for Keysight's strategies and policies related to supplier engagement.
Data not publicly available.		

Additional Comments

The results of the stakeholder engagements are used to determine which topics and aspects Keysight deems material in the corporate social responsibility (CSR) space.

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 (CSR). 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.

Reporting Practice

Entities Included in the Consolidated Financial Statements GRI 102-45

General Disclosures / Reporting Practice / Entities Included in the Consolidated Financial Statements GRI 102-45
Entities included in the consolidated financial statements.

Entities	Report Coverage
(1) Communications Solutions Group (2) Electronic Industrial Solutions Group	Covered in report

Additional Comments

The Entities identified do not reflect legal entities but are operating segments within the Keysight enterprise.

References:

 [All Keysight Annual Reports and Proxy Statements](#)

Defining Report Content and Topic Boundaries GRI 102-46

General Disclosures / Reporting Practice / Defining Report Content and Topic Boundaries GRI 102-46

Details on 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 in our 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, our complete Annual CSR Report includes narrative content to provide context and strategy background to which disclosures and data are aligned, including detail on our materiality assessment process.

Additional Comments

For more information on Keysight's CSR foundational pillars, supporting programs, related policies and recent news and accolades, please visit our web site at <http://www.keysight.com/g...> or our latest Annual CSR Report at <http://www.keysight.com/g...>

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 (CSR). 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 Web Site](#)

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

List of Material Topics GRI 102-47

General Disclosures / Reporting Practice / List of Material Topics GRI 102-47

A list of the material topics identified in the process for defining report content.

Material topics
Economic topics
Economic Performance
Market Presence
Indirect Economic Impacts
Procurement Practices
Anti-corruption
Anti-competitive Behavior
Environmental topics
Materials
Energy
Water
Biodiversity
Emissions
Effluents and Waste
Environmental Compliance
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
Socioeconomic Compliance

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 related programs and 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 (CSR). 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:



[Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Restatements of Information GRI 102-48

General Disclosures / Reporting Practice / Restatements of Information GRI 102-48

Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.

Following are restatements of data provided in previous reports.

Regarding disclosure “Energy Consumption Within the Organization GRI 302-1”, due to inaccurately reporting MWh instead of thousand MWh previously, the data for the 2019 renewable energy certificate was changed from 0.1594624 to the correct decimal point placement of 1. 594624.

The below restatements were made as an addendum to our 2019 Annual Report in September of 2020. There are no new changes to this data, however for transparency purposes Keysight is reiterating these changes that were made outside of the company's regular reporting process.

- Water Withdrawal GRI 303-3 - Third-party water data was inadvertently omitted for this data request in the 2019 CSR Annual Report published May 15, 2020. As a result, data for third-party water was updated for 2016, 2017, 2018 and 2019 on September 14, 2020. This addition also resulted in an update to the total water withdrawal items for 2016, 2017, 2018 and 2019.
 - Water Consumption GRI 303-5 - Water consumption equals Third-party + Groundwater consumption. Ground water data was inadvertently 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.
-

Changes in Reporting GRI 102-49

General Disclosures / Reporting Practice / Changes in Reporting GRI 102-49

Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

Keysight completed a materiality refresh at the close of fiscal year 2020. Many previous aspects remain material, while three additional aspects were added per stakeholder input. See the "Material CSR Aspects" section of our Annual CSR Report (<http://www.keysight.com/g...>) for detail on our latest materiality assessment process and related key trends.

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 (CSR). 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:



[Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Reporting Period GRI 102-50

General Disclosures / Reporting Practice / Reporting Period GRI 102-50

Reporting period for information provided.

Start Date:	1 November 2019
End Date:	31 October 2020
We are providing emissions data for past reporting years:	Yes

Additional Comments

This reporting period aligns with Keysight's fiscal year November 1, 2019 through October 31, 2020. Data from previous fiscal years is provided when requested and available.

Date of Most Recent Report GRI 102-51

General Disclosures / Reporting Practice / Date of Most Recent Report GRI 102-51

Date of most recent previous report.

The most recent previous report is the Keysight 2019 Annual Corporate Social Responsibility Report which is based on data from Keysight's fiscal year November 1, 2018 through October 31, 2019. Data from previous fiscal years was provided when requested and available.

References:

 [2019 Corporate Social Responsibility Report](#)

Reporting Cycle GRI 102-52

General Disclosures / Reporting Practice / Reporting Cycle GRI 102-52
Reporting cycle (such as annual, biennial).

Keysight publishes its Corporate Social Responsibility Report annually based on previous fiscal year's data.

Contact Point for Questions Regarding the Report GRI 102-53

General Disclosures / Reporting Practice / Contact Point for Questions Regarding the Report GRI 102-53

Contact point for questions regarding the report or its contents.

Name:	Michele Robinson-Pontbriand
Title:	Director Corporate Social Responsibility
Mailing Address:	Keysight Technologies, Inc. Attn: Michele Robinson-Pontbriand 1902 Garden of the Gods Rd, Colorado Springs, CO 80907-3417, USA
Phone:	(719) 590-2325
Email:	Corporate.Social-Responsibility@keysight.com

Claims of Reporting in Accordance with the GRI Standards GRI 102-54

General Disclosures / Reporting Practice / Claims of Reporting in Accordance with the GRI Standards GRI 102-54

The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.

Claim made by the organization, if it has prepared a report in accordance with the GRI Standards:

Core option

Additional Comments

This report has been prepared in accordance with the GRI Standards: Core option

GRI Content Index GRI 102-55

General Disclosures / Reporting Practice / GRI Content Index GRI 102-55

The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.

Keysight's GRI Index is included in our Annual CSR Report.

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

External Assurance GRI 102-56

General Disclosures / Reporting Practice / External Assurance GRI 102-56

A description of the organization’s policy and current practice with regard to seeking external assurance for the report.

Organization's policy and current practice with regard to seeking external assurance for the report:

Keysight does not perform third party data validation for this report content. The company internally validates all data included in external reports and surveys under the umbrella of its Business Management System, associated audits, policies and program management processes.

Management Approach

Management Approach

Explanation of the Material Topic and its Boundary GRI 103-1

Management Approach / Management Approach / Explanation of the Material Topic and its Boundary GRI 103-1

Explanation of the material topic and its Boundary.

Material topics	Explanation of why the topics are material	The Boundary for the material topics	Any specific limitation regarding the topic Boundary
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior			
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance 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 Socioeconomic Compliance			

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 related programs and 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 (CSR). 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:

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

The Management Approach and its Components GRI 103-2

Management Approach / Management Approach / The Management Approach and its Components GRI 103-2

The management approach and its components.

Material topics	An explanation of how the organization manages the topics	A statement of the purpose of the management approach	A description of the components included in the management approach
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior			
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance 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 Socioeconomic Compliance			

Additional Comments

Please see individual management approach sections for details on each material topic. The Keysight Corporate Social Responsibility (CSR) Management System document (available at <https://about.keysight.co...>) 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.

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 (CSR). 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:

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

 [Keysight CSR Management System](#)

Evaluation of the Management Approach GRI 103-3

Management Approach / Management Approach / Evaluation of the Management Approach GRI 103-3

Evaluation of the management approach.

Material topics	An explanation of how the organization evaluates the management approach for the selected material topics
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior	
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance 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 Socioeconomic Compliance	

Additional Comments

The Keysight Corporate Social Responsibility (CSR) Management System document (available at <https://about.keysight.co...>) provides a high level overview of our 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.

Please see individual management approach sections for details on each material topic.

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 (CSR). 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](#)

Economic

Economic Performance

Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Economic / Economic Performance / Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Explanation of Economic Performance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Cross-referenced Data Requests

TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards - Strategy B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 103-1, 103-2, 103-3)

Direct Economic Value Generated And Distributed GRI 201-1

Economic / Economic Performance / Direct Economic Value Generated And Distributed GRI 201-1

Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations

Currency: USD							
[report in millions]	Value generated	Value distributed					Value retained
Country, region, or market level	Revenues	Operating costs	Wages & benefits	Payments to providers of capital	Payments to governments	Community investments	(generated less distributed)
Enterprise	4,221						4221

Reason for Omission:

Confidentiality constraints

Specific confidentiality constraints:

Keysight reports revenue in the annual report and 10K. Keysight does not publicly report financial information to support the request for wages & benefits, payments to providers of capital, payments to governments, community investments, and the operating costs net of these categories of spending.

Additional Comments

Keysight reports revenue in the annual report and 10K. Keysight does not publicly report financial information to support the request for wages & benefits, payments to providers of capital, payments to governments, community investments, and the operating costs net of these categories of spending.

References:



[All Keysight Annual Reports and Proxy Statements](#)

Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Economic / Economic Performance / Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.

Type	Category	Description	Impact Description	Financial Implications	Methods Used to Manage Risk	Costs of Actions
Opportunity	Other:	Keysight empowers clean technologies 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. However, we do not publicly report results specific to this business segment.				
Risk	Physical	Volatile changes in weather conditions and effects of climate change increase the risk of disasters created by extreme conditions.	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.	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, and breaches of customer contracts. These consequences could lead to reduced revenue.	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 (https://www.keysight.com/...) and Crisis Management (https://about.keysight.co...) briefs.	Keysight does not publicly report results specific to climate change risks or opportunities.
Data publicly available. Link to disclosure: https://www.keysight.com/...						

References:

-  [All Keysight Annual Reports and Proxy Statements](#)
-  [Keysight CSR - Our Solutions](#)
-  [Keysight's Response to Climate Change](#)
-  [Crisis Management: Keysight's Business Continuity and Respon...](#)

Cross-referenced Data Requests

TCFD

Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Metrics and Targets B - Scope 3 <-> TCFD - Disclosure 201-2)
 Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 201-2)
 Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 201-2)
 Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 201-2)
 Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 201-2)
 Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 201-2)
 Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 201-2) Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 201-2)
 Strategy A - Short, Medium, and Long Term Climate Risks (GRI Standards - Strategy A <-> TCFD - Disclosure 201-2)
 Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Metrics and Targets B - Scope 1 & 2 <-> TCFD - Disclosure 201-2)
 Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 201-2 <-> TCFD - Strategy B)

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

Economic / Economic Performance / Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Defined benefit plan obligations and other retirement plans.

Retirement plans offered to employees are based on:	Defined benefit plans Defined contribution plans Other types of retirement benefits	Please specify:	Keysight offers defined benefit and/or defined contribution plans which vary by country.
Separate fund exists to pay the plan's pension liabilities	No		
Estimated value of liabilities in your reporting currency			
Fund set up to pay the plan's pension liabilities is:			
Percentage of salary contributed by employee or employer			
Type and level of participation in retirement plans	Participation in regional or country-based schemes.		

Additional Comments

Please refer to Keysight's 2020 Annual Report - Retirement Plans and Post-Retirement Benefit Plans section starting on page 93.

References:

 [Keysight 2020 Annual Report](#) Page(s) 93

Financial Assistance Received From Government GRI 201-4

Economic / Economic Performance / Financial Assistance Received From Government GRI 201-4

Total monetary value of financial assistance received by the organization from any government during the reporting period.

Reporting Currency: USD	2020	2019	2018	2017
Tax relief/credits (Country)				
Foreign Tax Relief	53,000,000	47,000,000	567,000,000	49,000,000
Total tax relief/credits:	53000000	47000000	567000000	49000000
Subsidies (Country)				
Total subsidies:				
Investment grants, research and development grants, and other relevant types of grants (Country)				
Total investment grants, research and development grants, and other relevant types of grants:				
Awards (Country)				
Total awards:				
Royalty holidays (Country)				
Total royalty holidays:				
Financial assistance from Export Credit Agencies (ECAs) (Country):				
Total financial assistance from Export Credit Agencies (ECAs):				
Financial incentives (Country)				
Total financial incentives:				
Other financial benefits received from any government for any operation (Country)				
Total other financial benefits received or receivable from any government for any operation:				
Government is present in the shareholding structure: No				

Reason for Omission:

Confidentiality constraints

Specific confidentiality constraints:

Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10K. All other information is not publicly disclosed.

Additional Comments

Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10K. All other information is not publicly disclosed.

<https://investor.keysight...>

References:



[All Keysight Annual Reports and Proxy Statements](#)

Market Presence

Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Economic / Market Presence / Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Explanation of Market Presence as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 202 Market Presence	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Economic / Market Presence / Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Ratio of standard entry level wage by gender compared to local minimum wage.

Significant location of operations used for the ratio of employee entry level wage to local minimum wages: Significant location of operations is defined as any location with 100 or more employees and there is a national minimum wage.										
Ratio of employee entry level wages to the minimum wage at significant locations of operations			2020		2019		2018		2017	
Significant location of operations	Local minimum wage	Gender or Total Workforce	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage
U.S.	Exists	Total Workforce		1.34		1.79		1.96		2
Malaysia	Exists	Total Workforce		1.01		1.14		1.48		1.51
Ratio of other workers entry level wages to minimum wage at significant locations of operations:										

Additional Comments

Keysight tracks the ratio of entry level wages to minimum wage. The ratio at significant locations of operations is not disclosed for confidentiality reasons.

Proportion Of Senior Management Hired From The Local Community GRI 202-2

Economic / Market Presence / Proportion Of Senior Management Hired From The Local Community GRI 202-2
Percentage of senior management at significant locations of operation that are hired from the local community.

	2020	2019	2018	2017
Percentage of senior management at significant locations of operation that are hired from the local community:	0%	67%	0%	100%

Additional Comments

Hiring includes both internal and external hires. In FY20, one Internal Executive hire relocated to Santa Rosa. In 2018, one Executive hired, who was new hire, relocated to Santa Rosa from outside of California.

References:

 [Communities Information](#)

Indirect Economic Impacts

Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Economic / Indirect Economic Impacts / Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Explanation of Indirect Economic Impacts as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 203 Indirect Economic Impacts	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Infrastructure Investments And Services Supported GRI 203-1

Economic / Indirect Economic Impacts / Infrastructure Investments And Services Supported GRI 203-1

Extent of development of significant infrastructure investments and services supported.

Name of investment/service	Extent of development of significant infrastructure investments and services supported:	Current or expected (positive and negative) impacts on communities and local economies:	Investments and Services Type
Global COVID response & support	Infrastructure investments and services supporting Keysight's global COVID-19 response were focused on the health and safety of our employees, support for our customers providing critical infrastructure and essential services, and helping local communities fight the pandemic. For more information, see the following available resources. • Crisis Management: Keysight's Business Continuity and Response to COVID-19 • Keysight's Response to Coronavirus (Covid-19) • "Crisis Response & Business Continuity in 2020" section of our Annual CSR Report.	Related to impacts on communities and local economies, Keysight's global COVID-19 response and support helped communities through relief efforts including donations of personal protective equipment, janitorial supplies and funds for multiple non-profit organizations. In addition, the company supported customers providing critical infrastructure and essential services, including medical equipment providers and their suppliers. For more information see the following available resources. • Crisis Management: Keysight's Business Continuity and Response to COVID-19 • Keysight's Response to Coronavirus (Covid-19) • "Crisis Response & Business Continuity in 2020" section of our Annual CSR Report.	In-kind

References:



[Crisis Management: Keysight's Business Continuity and Respon...](#)



[Keysight's Response to Coronavirus \(Covid-19\)](#)

Significant Indirect Economic Impacts GRI 203-2

Economic / Indirect Economic Impacts / Significant Indirect Economic Impacts GRI 203-2

Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.

Examples of indirect economic impacts, both positive and negative:	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 areas of communities, education and the environment. We also acknowledge that our products are used in development of innovations in 5G, automotive, and energy 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 context of external benchmarks.

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
There are no steps being taken to obtain this data.

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 our hardware, software and services solutions, and employing a global business framework of ethical, environmentally sustainable and socially responsible operations. Please see our Key Impact Goals overview in the narrative content of our CSR report.

References:
 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Procurement Practices

Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Economic / Procurement Practices / Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Explanation of Procurement Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 204 Procurement Practices	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 procurement practices are outlined in our Purchase Order Terms and Conditions and Keysight Supplier Code of Conduct and we communicate these requirements to all suppliers. We have also established a supplier resources webpage with details of Keysight's way of collaborations with suppliers.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 performances annually based on technology, quality, responsiveness, delivery, cost, environmental and social responsibility 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. Keysight also triggers supplier compliance questionnaires with our key suppliers to verify their adherence to social responsibility principles that are outlined in Keysight Supplier Code of Conduct.

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 (CSR). 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 Supplier Code of Conduct](#)
-  [Keysight PO's T&C](#)
-  [Supplier Performance Expectations](#)
-  [Keysight Supplier Resources](#)
-  [Keysight CSR Management System](#)

Proportion Of Spending On Local Suppliers GRI 204-1

Economic / Procurement Practices / Proportion Of Spending On Local Suppliers GRI 204-1

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.

	2020	2019	2018	2017
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally):				
Geographic definition of "local": Keysight establishes procurement policy and management approach to purchase industry standard materials and services at competitive prices from qualified suppliers which are located globally. The wide range of supplier base enables us to fulfill customer's need in a timely manner, hence we do not have preference for local supplier.				
Definition used for 'significant locations of operation': Keysight's operation team are located globally.				

Reason for Omission:

Not Applicable

Why considered not applicable:

This is not applicable to Keysight. We have a global supplier base and a global operation team to fulfill our customer's need efficiently and effectively.

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.

Anti-Corruption

Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Economic / Anti-Corruption / Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Explanation of Anti-corruption as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 205 Anti-corruption	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable anticorruption laws worldwide, including the U.S. Foreign Corrupt Practices Act and the U.K. 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 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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 approach to anticorruption compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 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.

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 (CSR). 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 Global Anti-Corruption Policy](#)



[Keysight CSR Management System](#)



[Keysight Standards of Business Conduct](#)

Cross-referenced Data Requests

SASB

Corruption, Bribery, and Anti-Competitive Behavior Policies (GRI Standards - Disclosure 103-1, 103-2, 103-3 <-> SASB - RT-EE-510a.1)

Operations Assessed for Risks Related to Corruption GRI 205-1

Economic / Anti-Corruption / Operations Assessed for Risks Related to Corruption GRI 205-1

Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.

	2020	2019	2018	2017
Total number of business units analyzed for risks related to corruption				
Percentage of business units analyzed for risks related to corruption	100	100	100	100
Significant risks related to corruption identified through the risk assessment: Use of third party resellers and sales agents worldwide.				

Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Economic / Anti-Corruption / Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Communication and training about anti-corruption policies and procedures.

		2020		2019		2018		2017	
Communication on anti-corruption policies and procedures		Total	Percent	Total	Percent	Total	Percent	Total	Percent
Governance body members		0	% 0	0	% 0	0	% 0	0	% 0
Employees		14155	% 100	13565	% 100	12900	% 100	11000	% 100
Business partners		1017	%	1775	%	6750	%	566	%
Training on anti-corruption									
Governance body members		0	% 0	0	% 0	0	% 0	0	% 0
Employees		950	%	2900	%	1300	%	12900	% 100
Has the organization communicated its anti-corruption policies and procedures to other persons or organizations?									
Yes: short-term sales intermediaries and suppliers.									

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Economic / Anti-Corruption / Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Confirmed incidents of corruption and actions taken

	2020	2019	2018	2017
Total number of confirmed incidents of corruption:				
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:				
Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:				
Nature of confirmed incidents of corruption:				
Public legal cases regarding corruption brought against the organization or its employees during the reporting period:				
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.				

Additional Comments

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.

Anti-Competitive Behavior

Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Economic / Anti-Competitive Behavior / Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Explanation of Anti-competitive Behavior as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 206 Anti-competitive Behavior	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable competition laws worldwide. While the company's antitrust compliance 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 violation of competition laws. 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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 approach to competition law compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct addresses competition law, and the company maintains a standalone antitrust policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with competition laws. Both our 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 all of these efforts, Keysight also includes specific contract provisions for its resellers covering compliance with competition laws.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 broad and proactive approach to competition law compliance has put the company in a strong position to do business globally while minimizing the risk that collusion and price-fixing present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

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 (CSR). 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 Standards of Business Conduct](#)

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Economic / Anti-Competitive Behavior / Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

	2020	2019	2018	2017
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	0	0	0	0
Main outcomes of completed legal actions, including any decisions/judgments:				

Cross-referenced Data Requests

SASB

Anti-Competitive Behavior Litigation (GRI Standards - Disclosure 206-1 <-> SASB - RT-EE-510a.3; TC-SI-520a.1)

Tax

Management Approach: Tax GRI 103-1, 103-2, 103-3

Economic / Tax / Management Approach: Tax GRI 103-1, 103-2, 103-3

Explanation of Tax as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 207 Tax	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Approach to Tax GRI 207-1

Economic / Tax / Approach to Tax GRI 207-1

Tax strategy, oversight, compliance, and the link to sustainable development

Tax Strategy
Tax strategy, oversight, compliance, and the link to sustainable development
No
 All Keysight Annual Reports and Proxy Statements
Formal reviewer/approver
Frequency of Review
Approach to regulatory compliance
How tax approach is linked to the business and sustainable development strategies

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 policy 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](#)

Tax Governance, Control, and Risk Management GRI 207-2

Economic / Tax / Tax Governance, Control, and Risk Management GRI 207-2

Tax Governance, Control, and Risk Management

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 V.P. of Taxation.
How approach to tax is embedded within the organization
Approach to tax risks
How compliance with the tax governance and control framework is evaluated
Mechanisms for reporting concerns about unethical/unlawful behavior and the organization's integrity in relation to tax
Assurance process for disclosures on tax, and if applicable, a reference to the assurance report, statement, or opinion.  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 policy 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](#)

Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Economic / Tax / Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Stakeholder engagement and management of concerns related to tax

Stakeholder Engagement and Management of Concerns
Approach to engagement with tax authorities
Approach to public policy advocacy on tax
The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders

Reason for Omission:

Not Applicable

Why considered not applicable:

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 policy 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](#)

Country-by-Country Reporting GRI 207-4

Economic / Tax / Country-by-Country Reporting GRI 207-4

Tax reporting for each tax jurisdiction

Country-by-Country Reporting												
Jurisdiction	Names of resident entities	Primary activities	Number of employees	Basis of calculation	Revenue from third-party sales	Revenues from intra-group transactions with other tax jurisdictions	Profit/loss before tax	Tangible assets other than cash and cash equivalents	Corporate income tax paid on a cash basis	Corporate income tax accrued on profit/loss	Reasons for difference between income tax accrued on profit/loss and tax due if statutory tax rate is applied	Time period covered
												Start Date End Date
Country-by-Country Additional Reporting												
Jurisdiction	Total employee remuneration	Taxes withheld and paid on behalf of employees	Taxes collected from customers	Industry related and other taxes or payments to governments	Significant uncertain tax positions	Balance of intra-company debt held by entities in the jurisdiction	Basis of calculation of interest paid on the debt					

Reason for Omission:

Confidentiality constraints

Specific confidentiality constraints:

Keysight reports financial, economic, and tax-related information at the enterprise level in the annual report and 10K. Keysight does not publicly report financial information for local tax jurisdictions.

Additional Comments

Keysight reports financial, economic, and tax-related information at the enterprise level in the annual report and 10K. Keysight does not publicly report financial information for local tax jurisdictions.

References:



[All Keysight Annual Reports and Proxy Statements](#)

Environmental

Materials

Management Approach: Materials GRI 103-1, 103-2, 103-3

Environmental / Materials / Management Approach: Materials GRI 103-1, 103-2, 103-3

Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 301 Materials	
103-1: Explanation of the material topic and its Boundary	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 - Environmental requirement through our 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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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 General Specification for the Environment](#)



[Keysight Supplier Resources](#)



[Keysight CSR Management System](#)



[Keysight Affirmative Action and Equal Employment Opportunity...](#)

Materials Used By Weight Or Volume GRI 301-1

Environmental / Materials / Materials Used By Weight Or Volume GRI 301-1

Total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period.

	Unit (weight or volume)	% internally sourced	% externally sourced
Raw materials used	ND		
Total non-renewable materials	ND		
Total renewable materials used	ND		
	TOTAL:		
Data publicly available: No			

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
No time frame is available. The data is difficult to collect due to global and varied manufacturing.

Recycled Input Materials Used GRI 301-2

Environmental / Materials / Recycled Input Materials Used GRI 301-2

Percentage of recycled input materials used to manufacture the organization’s primary products and services.

	2020	2019	2018	2017
% recycled input materials used:				
Data Publicly Available:				

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
There are currently no steps being taken to obtain this data at this level of disclosure.

Reclaimed Products and their Packaging Materials GRI 301-3

Environmental / Materials / Reclaimed Products and their Packaging Materials GRI 301-3

Percentage of reclaimed products and their packaging materials for each product category.

Category of product sold	% of reclaimed products and their packaging materials in 2020	% of reclaimed products and their packaging materials in 2019	% of reclaimed products and their packaging materials in 2018	% of reclaimed products and their packaging materials in 2017	How data was collected

Reason for Omission:

Unavailable

Steps being taken to obtain data and expected time frame for doing so:

Keysight does not currently track nor maintain metrics to support answering this question.

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. 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 wherever possible.

References:



[Keysight Trade In](#)



[Keysight Premium Used](#)



[Keysight Take Back Program](#)



[Keysight Circular Economy](#)



[Keysight Used Equipment Standards](#)

Energy

Management Approach: Energy GRI 103-1, 103-2, 103-3

Environmental / Energy / Management Approach: Energy GRI 103-1, 103-2, 103-3

Explanation of Energy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 302 Energy	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance - 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 energy usage are an integral part of our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 Global EHS Policy](#)
-  [Keysight CSR Management System](#)
-  [Keysight Circular Economy](#)

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3)
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3)
Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3)
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3) Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3)
Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3)
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Strategy B

Energy Consumption Within the Organization GRI 302-1

Environmental / Energy / Energy Consumption Within the Organization GRI 302-1

Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

Consumption by Fuel Type (Renewable)	Unit	2020	2019	2018	2017
Solar	Megawatt hours (MWh)	1,521.567	1,594.624	1,751.320	1,562.202
Total consumption from renewable fuel sources:	Megawatt hours (MWh)	1521.57	1594.62	1751.32	1562.2
Consumption by Fuel Type (Non-renewable)					
Natural gas	Megawatt hours (MWh)	44,735.571	40,964.616	45,497.48229	38,480.788
Natural gas (Fuel Cell Energy System)	Megawatt hours (MWh)	73,123.869	69740.937		
Diesel fuel	Megawatt hours (MWh)		1676.4264		
Total consumption from non-renewable fuel sources:	Megawatt hours (MWh)	117859.44	112381.98	45497.48	38480.79
Energy consumed					
Electricity	Megawatt hours (MWh)	135,540.471	137,275.992	133,224.31227	130,001.96613
Heating					
Cooling					
Steam					
Total energy consumption	Megawatt hours (MWh)	135540.47	137275.99	133224.31	130001.97
Energy Sold					
Electricity					
Heating					
Cooling					
Steam					
Renewable Energy Certificates	thousand MWh	1.521567	1.594624		
Power Purchase Agreement	MWh				
*Percentage of total operational spending on energy (most recent reporting year): More than 0% but less than or equal to 5%					
*Our organization undertakes the following energy-related activities.					
☒ Consumption of fuel (excluding feedstocks) ☒ Consumption of purchased or acquired electricity ☐ Consumption of purchased or acquired heat ☐ Consumption of purchased or acquired steam ☐ Consumption of purchased or acquired cooling ☒ Generation of electricity, heat, steam or cooling					

Standards, methodologies, and assumptions used: 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 FY19, 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. https://www.pge.com/en_US...					
Source of the conversion factors used: IPCC AR4 - Intergovernmental Panel on Climate Change. • CH4 = 25 • N2O = 298					
Publicly disclose a breakout of the sources of the renewable energy used No					
Data publicly available: No					

Additional Comments

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.

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

Cross-referenced Data Requests

SASB

Energy Use (GRI Standards - Disclosure 302-1 <-> SASB - RT-EE-130a.1)

Energy Consumption Outside of the Organization GRI 302-2

Environmental / Energy / Energy Consumption Outside of the Organization GRI 302-2

Energy consumption outside of the organization, in joules or multiples.

Unit (joules or multiples of joules):	2020	2019	2018	2017
Renewable Energy Categories/Activities				
Total external renewable energy consumption				
Non-renewable Energy Categories/Activities				
Upstream: Business travel				
Upstream: Employee commuting				
Upstream: Upstream transportation and distribution				
Total external non-renewable energy consumption				
Total External Energy Consumption				
Standards, methodologies, and assumptions:				
Source of conversion factors used:				
☐ Publicly disclose a breakout of renewable energy sources used:				

Reason for Omission:

Unavailable

Steps being taken to obtain data and expected time frame for doing so:

Keysight Technologies tracks transportation and distribution, business travel, waste generated and employee commuting under Scope 3 emission reporting as CO₂e.

Energy Intensity GRI 302-3

Environmental / Energy / Energy Intensity GRI 302-3

Energy intensity ratio for the organization.

	Unit	2020	2019	2018	2017	
Numerator	MWh	180,276.043	179,917.035	173,332.655016	168,482.75416	
Denominator	Sq Ft	3,976,835	4,370,624	4,370,624	4,052,374	
Energy Intensity		0.05	0.04	0.04	0.04	Type of energy measured in energy intensity ratio Fuel Electricity Heating Cooling

Additional Comments

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.

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 302-3)

Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Metrics and Targets B <-> TCFD - Disclosure 302-3)

Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Metrics and Targets B <-> TCFD - Disclosure 302-3)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 302-3)

Reduction of Energy Consumption GRI 302-4

Environmental / Energy / Reduction of Energy Consumption GRI 302-4

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

	Unit	2020	2019	2018	2017	Base year	Types of energy included
Fuel							
Electricity	MWh	1059	2504	2389	3992		
Heating							
Cooling							
Steam							
Total Energy Saved	MWh	1059	2504	2389	3992		Fuel Electricity Heating
Basis for calculating reductions in energy consumption (e.g. base year / baseline), and the rationale for choosing it: Energy savings are calculated based on savings per replaced unit.							
Standards, methodologies, and assumptions used: In FY18, energy audits were completed to identify opportunities in energy efficiency and conservation. Projects stemming from these audits were implemented in FY19 & FY20.							
Not publicly disclosed.							

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.

Reductions in Energy Requirements of Products and Services GRI 302-5

Environmental / Energy / Reductions in Energy Requirements of Products and Services GRI 302-5

Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.

Product/Service(s)	Unit	2020	2019	2018	2017
Total reductions in the energy requirements of sold products and services achieved					
Base year/Baseline:					
Rationale for choosing base year/baseline:					
Standards, methodologies, and assumptions used:					

Reason for Omission:

Unavailable

Steps being taken to obtain data and expected time frame for doing so:

There are no requirements nor appropriate standards applicable to Keysight's test and measurement product portfolio to measure energy requirements.

Additional Comments

Keysight is working on improving the energy efficiency of our handheld products. Customer expectations of prolonged battery operation and increased measurement capability -- all within the same form factor -- drives improved efficiency in our product designs. Industry and regulatory requirements on the external power supplies for our portable products have also increased power supply efficiency.

Water and Effluents

Management Approach: Water and Effluents GRI 103-1, 103-2, 103-3

Environmental / Water and Effluents / Management Approach: Water and Effluents GRI 103-1, 103-2, 103-3

Explanation of Water and Effluents as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 303 Water and Effluents	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance - 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 water usage are an integral part of our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 Global EHS Policy](#)



[Keysight CSR Management System](#)

Cross-referenced Data Requests

TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards - Strategy B <-> TCFD - Disclosure 103-1, 103-2, 103-3) Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 103-1, 103-2, 103-3)

Interactions With Water as a Shared Resource GRI 303-1

Environmental / Water and Effluents / Interactions With Water as a Shared Resource GRI 303-1

Interactions with water as a shared resource

How our organization interacts with water:

The total water use associated with Keysight's smaller satellite offices is negligible (less than 1%) and they are commonly not within our operational control as they are leased offices. Therefore, we don't currently collect water usage at these sites and prioritize our conservation and data collection efforts in the locations with higher water consumption.

As such, direct water related risk that could potentially affect the business operations is limited.

Approach used to identify water-related impacts:

Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems through a variety of programs. Our ISO14001:2015 certified company-wide Environmental Management System is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products.

Risks are identified through the company's risk assessment process that broadly covers strategic, operational, and compliance/reporting risks. We consider business operation, environmental impact, regulatory factors, company's reputation, IT, employee and community health and safety into our risk assessment. In particular, the factors of business operation, regulatory and company reputation are assessed based on the potential impact to the company's finance. We take into consideration the negative and positive (potential for improvement) of all these factors to determine the top 3 priorities risks that the company will have to address/intervene.

In addition, specific water related risk assessments are conducted as part of our ISO14001:2015 certification. It is covered under the risk and opportunities section and is updated annually.

Latest Keysight Annual Corporate Social Responsibility Report: <http://www.keysight.com/g...>

How water-related impacts are addressed:

Keysight conducts internal audits to evaluate climate related risk on a biannual cycle.

With the results from the analysis, we identified the opportunities for improvement and we ranked the top 3 risks that require our attention for improvement/intervention. These results are communicated to the Workplace Solution's Vice President and team for their reviews. Based on management decisions, projects and budgets will be allocated accordingly to the areas of need.

Keysight's Response to Climate Change: <https://about.keysight.co...>

Process for setting water-related goals and targets:

Our goal is set based on the risk and opportunities assessment. With the set goal, we monitor our progress on a quarterly basis at the corporate level.

As of the end of FY20, and based on our FY15 baseline, Keysight has recognized 18.9% in water conservation. This exceeded our target of 15% conservation by end of FY20.

Keysight Corporate Social Responsibility Management System: <https://about.keysight.co...>

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 303-1)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 303-1)

Management of Water Discharge-Related Impacts GRI 303-2

Environmental / Water and Effluents / Management of Water Discharge-Related Impacts GRI 303-2

Description of water discharge standards

Discharge-related Impacts
Keysight had a goal to achieve a 15% water conservation by end of fiscal year 2020, using our fiscal year 2015 as a baseline. While we exceeded this goal previously, in FY20 we continued water conservation efforts and have achieved 18.9% in water conservation.

Cross-referenced Data Requests

TCFD
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 303-2)
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks(GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 303-2)

Water Withdrawal GRI 303-3

Environmental / Water and Effluents / Water Withdrawal GRI 303-3

Sources and volumes of water withdrawn

Total Water Withdrawal (megaliters)	2020	2019	2018	2017
Surface water				
Groundwater	21.17	20.45	19.03	
Seawater				
Produced water				
Third-party water	746.17	788.183	825.39	775.72
Total water withdrawal	767.34	808.63	844.42	775.72
Withdrawal from Water Stressed Areas (megaliters)	2020	2019	2018	2017
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water	119.57			
Total water withdrawal from areas with water stress	119.57			
Surface water breakdown (megaliters)	2020	2019	2018	2017
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Groundwater breakdown (megaliters)	2020	2019	2018	2017
Freshwater (total)	21.17	20.45	19.03	
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Seawater breakdown (megaliters)	2020	2019	2018	2017
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Produced water breakdown (megaliters)	2020	2019	2018	2017
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				

Other water (stressed areas)				
Third-party water breakdown (megaliters)	2020	2019	2018	2017
Surface water (via third party) from water stressed areas				
Ground water (via third party) from water stressed areas				
Seawater water (via third party) from water stressed areas				
Produced water (via third party) from water stressed areas				
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Contextual Information				

Additional Comments

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 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 3 sites that monitor additional sources of water withdrawal. For example, these additional sources include water from suppliers, water from treatment plants, and well water.

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, California) and Colorado Springs, CO site have won multiple awards for their water efficiency programs. These sites reclaim approximately 10% of our total water use. Water is reused in facility related operations and landscaping.

DATA UPDATED SEPTEMBER 14, 2020: Third-party water data was inadvertently omitted for this data request in the 2019 CSR Annual Report published May 15, 2020. As a result, data for third-party water updated for 2016, 2017, 2018 and 2019 on September 14, 2020. This addition also resulted in an update to the total water withdrawal items for 2016, 2017, 2018 and 2019.

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 303-3)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 303-3)

Water Discharge GRI 303-4

Environmental / Water and Effluents / Water Discharge GRI 303-4

Destinations and volumes of water discharged

Total Water Discharged (megaliters)	2020	2019	2018	2017
Surface water				
Groundwater	6.385			
Seawater				
Third-party water	615.535			
Third-party water sent for use to other organizations				
Total water discharged	621.92			
Discharge by total dissolved solids category (megaliters)	2020	2019	2018	2017
Freshwater				
Other water	170.706			
Discharge to water stressed areas by total dissolved solids category (megaliters)	2020	2019	2018	2017
Freshwater				
Other water				
A breakdown of total water discharge to all areas by level of treatment (Megaliters)	2020	2019	2018	2017
Primary				
Secondary	18.27			
Tertiary	170.706			
Additional Information	2020	2019	2018	2017
The number of occasions on which discharge limits were exceeded	0			
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge				
Priority substances of concern 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				
How the treatment levels were determined 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.				

Additional Comments

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 FY20 is 123,919 gallons (469.08m3)

Volume used in FY20 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 FY20: (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

References:

 [Keysight CSR Web Site](#)

Water Consumption GRI 303-5

Environmental / Water and Effluents / Water Consumption GRI 303-5

Volume of water consumed

Water Consumption (megaliters)	2020	2019	2018	2017
Total water consumption	767.34	808.63	844.42	775.72
Consumption from all areas with water stress	119.57			
Change in water storage				
Contextual information Data from water bills provided by Municipal water suppliers. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. In FY20, we assumed our water withdrawals are about the same as our water consumption.				

Additional Comments

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 FY20, 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 approximately 16% 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 3 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 inadvertently 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.

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

References:

 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Biodiversity

Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Environmental / Biodiversity / Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Explanation of Biodiversity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 304 Biodiversity	
103-1: Explanation of the material topic and its Boundary	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", "Material Sourcing" and "Net Zero Emissions" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance - 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 EHS Policy](#)

 [Keysight Circular Economy](#)

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

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

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

Geographic location	Subsurface and/or underground land that may be owned, leased or managed	Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	Type of operation (office, manufacturing or production, or extractive)	Size of operational site in km2	Biodiversity value characterized by: 1) the attribute of the protected area and high biodiversity value area outside protected area, and 2) listing of protected status

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight facilities are not located in any protected areas of high biodiversity value.

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

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

Nature of the organization's significant direct and indirect impacts of activities, products, and services on biodiversity.

To our knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, we operate in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development, and promotion of environmental responsibility amongst our employees. Examples of how we collaborate with our natural environment include:

- Monitoring our operational progress in helping to build a better planet, Keysight has tracked several environmental key impact goals with a target delivery date of end of FY20. Going forward, we are looking at creating a long term roadmap to achieve Net Zero Emissions in order to building resiliency and reduce greenhouse gas emissions.
- Keysight has received awards for its environmental impact initiatives such as in Malaysia, Keysight achieved Platinum Status on their July 2019 RBA Validated Assessment Program. In February 2020, Keysight's Atlanta, Georgia site received a Gold Level certification by Leadership in Energy and Environmental Design (LEED).
- Sustainable Campuses & Workspaces - site specific actions across our 100+ worldwide campuses provide opportunities for environmental sustainability.

Additional Comments

Examples of Sustainable Campuses & Workspaces.

- 54 EV charging stations are available for employee use at our Santa Rosa headquarters office.
- 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 globally went completely strawless to reduce the number of single-use plastic straws sent to landfills.
- 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 our larger sites, representing greater than 2 million square feet of space. This has resulted in significant water conservation.
- Replaced non-biodegradable Styrofoam with recyclable air pillow packaging, resulting in landfill space savings.

References:



[Keysight CSR Web Site](#)



[Keysight Supports the UN SDGs](#)



[Keysight Circular Economy](#)



[Keysight's Environmental, Health & Safety Commitment](#)

Habitats Protected Or Restored GRI 304-3

Environmental / Biodiversity / Habitats Protected Or Restored GRI 304-3

Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.

Geographic location	Size (in km2 if larger than one km2)	Success of the restoration was/is approved by independent professionals	Status of area at close of reporting period
Partnerships with 3rd parties to protect or restore habitat areas not listed above:	Standards, methodologies, and assumptions used:		

Reason for Omission:
Not Applicable
Why considered not applicable:
Not applicable. Keysight manufacturing sites are not located in habitat-protected areas or restored areas.

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Environmental / Biodiversity / IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4
Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk.

Habitat affected by operations that include species on the IUCN Red List and on national conservation lists	# of Critically Endangered species	# of Endangered species	# of Vulnerable species	# of Near Threatened species	# of Least Concern species

Reason for Omission:
Not Applicable
Why considered not applicable:
We have reviewed the IUCN Red List species, and to the best of our knowledge, none of Keysight operations are in areas in habitats listed.

Emissions

Management Approach: Emissions GRI 103-1, 103-2, 103-3

Environmental / Emissions / Management Approach: Emissions GRI 103-1, 103-2, 103-3

Explanation of Emissions as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 305 Emissions	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance - 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 emissions are an integral part of our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 EHS Policy](#)

Cross-referenced Data Requests

TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards - Strategy B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 103-1, 103-2, 103-3)

Direct (Scope 1) GHG Emissions GRI 305-1

Environmental / Emissions / Direct (Scope 1) GHG Emissions GRI 305-1

Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.

GHG emissions in metric tons of CO2e	2020	2019	2018	2017	Emissions in base year Year: 2019
Gross direct (Scope 1) GHG emissions	13,211	18,248	41,181.25	7155.4	18,248
Biogenic CO2 emissions					
Gases included in the calculation of gross direct (Scope 1) GHG emissions: CO2 CH4 N2O					
Rationale for choosing base year: In FY20, Keysight Technologies had a goal to achieve a 2% GHG reduction over the prior year.					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: IPCC fourth assessment. • CH4 = 25 • N2O = 298					
Direct (Scope 1) GHG emissions consolidation approach: Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for direct (Scope 1) GHG emissions: Scope 1: U.S. Environmental Protection Agency. 2018. Emission factors for greenhouse gas inventories.					

Additional Comments

FY20

Direct GHG emission include Natural gas (8,318tCO2e) and fleet/mobile combustion (4,893.43tCO2e)

FY19

Direct GHG emission include Natural gas (7,617tCO2e), diesel (472.1tCO2e) and fleet/mobile combustion (10,158.63tCO2e)

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-1)

Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Metrics and Targets B <-> TCFD - Disclosure 305-1)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-1)

Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Environmental / Emissions / Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Indirect (Scope 2) GHG emissions.

GHG Emissions in metric tons of CO2e	2020	2019	2018	2017	Emissions in base year Year: 2019
Gross location-based indirect (Scope 2) GHG emissions					
Gross market-based indirect (Scope 2) GHG emissions					
Total direct (Scope 1) GHG emissions	13,211	18,248	41,181.25	7,155.4	18,248
☒ Location Based ☐ Market Based	73,995.2	74,637.7	67,854.8	67,016.2	74,637.7
Total (Scope 1) + (Scope 2) GHG emissions	87206.2	92885.7	109036.05	74171.6	92885.7
Gases used to calculate indirect (Scope 2) GHG emissions:					
CO2					
CH4					
N2O					
Rational for choosing base year:					
FY19 has been established as our baseline year. Keysight Technologies has a goal to achieve a 2% GHG reduction year over year.					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
IPCC fourth assessment. CH4 = 25 N2O = 298					
Consolidation approach for Direct (Scope 1) and Indirect (Scope 2) GHG emissions:					
Operational Control					
Standards, methodologies, assumptions, and/or calculation tools used for Scope 1 and Scope 2 GHG emissions:					
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

FY20 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for FY19 has been adjusted now that actual data from the Boeblingen, Germany site is available.

In FY20, Keysight Technologies had a goal to achieve a 2% GHG reduction over the prior year.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-2)

Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Metrics and Targets B <-> TCFD - Disclosure 305-2)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-2)

Other Indirect (Scope 3) GHG Emissions GRI 305-3

Environmental / Emissions / Other Indirect (Scope 3) GHG Emissions GRI 305-3

Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.

GHG emissions in metric tons CO2e	2020	2019	2018	2017	Emissions in base year Year
Gross other indirect (Scope 3) GHG emissions	72,107.87	102,594.97	49,936	13,543.56	88187.9
Biogenic CO2 emissions					
Gases included in the calculation: CO2					
Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: - Employee commuting - Business travel - Includes data from inbound and outbound transportation.					
Rationale for choosing base year:					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: IPCC, fourth assessment CH4 = 25 N2O = 298					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions: - 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

COVID-19 impacted certain business operations in fiscal year 2020. In this case, the significant change in data provided is directly due to the pandemic. In March 2020, we took quick action ahead of government regulations and requirements. We halted all travel, asked employees who could work remotely to do so, thus reducing emissions from employee commuting and business travel.

FY20

Business Travel = 5,572.34tCO2e

Employee commuting = 5527.53tCO2e (based on 51% of total Keysight operations)

Upstream Transportation and Distribution = 61,008tCO2e

FY19

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)

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-3)

Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Metrics and Targets B <-> TCFD - Disclosure 305-3)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-3)

GHG Emissions Intensity GRI 305-4

Environmental / Emissions / GHG Emissions Intensity GRI 305-4

GHG emissions intensity ratio for the organization.

	Denominator	2020	2019	2018	2017
GHG emissions intensity ratio:	sq ft	3,976,835	4,184,380	4,184,380	4,052,374
List of gases included: CO2, CH4, N2O	Types of greenhouse gas emissions included: Direct (Scope 1) Indirect (Scope 2)				

References:



[Latest Keysight Corporate Social Responsibility Annual Repor...](#)



[CDP Reporting](#)



[Keysight's Response to Climate Change](#)

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-4)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-4)

Reduction Of GHG Emissions GRI 305-5

Environmental / Emissions / Reduction Of GHG Emissions GRI 305-5

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.

Unit:	tCO2e	Denominator	2020	2019	2018	2017
Total GHG reductions:		Type of GHG emissions that have been reduced Direct (Scope 1) Indirect (Scope 2)	5,678.63	15,781.22		
List of gases included: CO2 CH4 N2O		Base year or baseline: 92,885.7				
Rationale for choosing base year: Keysight Technologies has a goal to achieve a 2% GHG reduction year over year.						
Standards, methodologies, and assumptions used Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outside 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)						

Additional Comments

FY20 showed a 6.11% reduction in GHG emissions compared to baseline year of FY19.

The primary drivers for this are:

- Reduction in the total number of miles driven in our fleet vehicles.
- In FY19, our Santa Rosa headquarters site utilized diesel as a supplementary fuel source in response to utility power shutdowns during wild fire season. In FY20, Keysight did not use diesel for these purposes.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-5)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-5)

Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Environmental / Emissions / Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.

		2020	2019	2018	2017
Production of ODS	Metric tons of CFC-11 equivalent				
Imports of ODS	Metric tons of CFC-11 equivalent				
Exports of ODS	Metric tons of CFC-11 equivalent				
Total ODS	Metric tons of CFC-11 equivalent				
Substances included in the calculation	Standards, methodologies, and assumptions used:				
Source of the emission factors used:					

Reason for Omission:

Not Applicable

Why considered not applicable:

Keysight Technologies 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 Technologies 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.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-6)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-6)

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Environmental / Emissions / Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Significant air emissions, in kilograms or multiples for Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions.

Emissions Types (specify units for each)	2020	2019	2018	2017	Target (year):
SOx emissions Units:					
Data coverage (as % of denominator):					
SOx intensity. Factored against base figure:					
☐ Do not track					
NOx emissions Units:					
Data coverage (as % of denominator):					
NOx intensity. Factored against base figure:					
☐ Do not track					
Particulate matter emissions Units:					
Persistent organic pollutant (POP) emissions Units:					
Hazardous air pollutants (HAP) Units:					
☐ Do not track					
Volatile organic compound (VOC) emissions Units:					
Data coverage (as % of denominator):					
Specify the base factor:					
☐ Do not track					
Dust Emissions Units:					
Data coverage (as % of denominator):					
We do not track Dust Emissions ☐ Do not track					
Other Air Emissions:					
Standards, methodologies, and assumptions used:					
Source of emission factors used:					
Third Party Verification:					

Data is made publicly available about NOx, SOx, and other significant air emissions and sources					
Data publicly available:					
Emissions publicly disclosed					

Reason for Omission:
 Not Applicable
 Why considered not applicable:
 Keysight complies with all legal requirements of air permits and associated reporting requirements.

Cross-referenced Data Requests
TCFD
 Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 305-7)
 Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 305-7)

Effluents and Waste

Management Approach: Effluents and Waste GRI 103-1, 103-2, 103-3

Environmental / Effluents and Waste / Management Approach: Effluents and Waste GRI 103-1, 103-2, 103-3

Explanation of Effluents and Waste as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 306 Effluents and Waste	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance – 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 effluents and waste are an integral part of our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 EHS Policy](#)
-  [Keysight Circular Economy](#)
-  [Keysight's Environmental, Health & Safety Commitment](#)

Cross-referenced Data Requests

TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards – Strategy B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance A - Board Oversight (GRI Standards - Governance A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Governance B - Role of Management (GRI Standards - Governance B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Risk Management A <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Risk Management B <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Risk Management C <-> TCFD - Disclosure 103-1, 103-2, 103-3)
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 103-1, 103-2, 103-3)

Water Discharge by Quality and Destination GRI 306-1

Environmental / Effluents and Waste / Water Discharge by Quality and Destination GRI 306-1

Total volume of planned and unplanned water discharges.

Unit: Cubic Meter				
☒ †Company can identify discharges of water from operations by destination, treatment and by quantity and quality using standard effluent parameters.	Destination	Volume	Quality of the water (including treatment method)	Reused by another organization
2020	Santa Rosa	99,554.68	Waste water 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	No
2020	Colorado Springs	469.08	pH adjusted to 5.5 to 12.5 pH	No
2020	Santa Clara	3,245.27	pH adjusted to 6 - 12.5	No
	Total Volume:	Total volume of water discharge 103269.03		
2019	Colorado Springs	563.69	pH adjusted to 5.5 to 12.5 pH	No
2019	Santa Clara	4,022.56	pH adjusted to 7.0 to 10.8 pH	No
2019	Santa Rosa	132,672	Waste water 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	No
	Total Volume:	Total volume of water discharge 137258.25		
2018	Colorado Springs	1236.56	pH adjusted to 5.5 to 12.5	No
2018	Santa Rosa	116,891	Waste water 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	No
	Total Volume:	Total volume of water discharge 118127.56		
2017	data below in supporting info section			
	Total Volume:	Total volume of water discharge		
Data publicly available Yes Link to disclosure: www.cdp.net				

Additional Comments

This data is only applicable for sites that are permitted to treat water on site prior to discharge. No other site produces wastewater in sufficient quantity to warrant a permitted on-site wastewater treatment facility.

COLORADO SPRINGS

Volume of water treated in FY20 is 123,919 gallons (469.08m3)

Volume used in FY20 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 CLARA

Total volume of water treated: 857,310 gallons (3,245.27 m3)

Volume used in FY20 of pH adjusted wastewater that was discharged to the municipality, San Jose-Santa Clara Regional Wastewater Treatment Plant.

Treatment method: Water is pH adjusted to 6.0 to 12.5 pH before discharge to San Jose-Santa Clara Regional Wastewater Treatment Plant.

SANTA ROSA

VOL used in FY20: (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

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 306-1)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 306-1)

Waste by Type and Disposal Method GRI 306-2

Environmental / Effluents and Waste / Waste by Type and Disposal Method GRI 306-2

Total weight of waste by type and disposal method.

Method of disposal and weight (metric tons) of non-hazardous waste	2020	2019	2018	2017
Reuse:				
Recycling:	1251.31	1630.17	3372.04	1503.12
Composting:				
Recovery (including energy recovery):				
Incineration (mass burn):	53.69	81.14	47.99	46.86
Deep well injection:				
Landfill:	256.37	378.62	2815.24	412.15
On-site storage:				
Other:				
Total weight of non-hazardous waste disposed:	1561.37	2089.93	6235.27	1962.13
Method of disposal and weight (metric tons) of hazardous waste				
Reuse:				
Recycling:	119.96	175.60	141.78	124.10
Composting:				
Recovery (including energy recovery):				
Incineration (mass burn):	17.23	25.33	15.74	15.98
Deep well injection:				
Landfill:	37.4	31.46	116.33	37.76
On-site storage:				
Other: Treated	41.33	38.71	53.24	37.14
Total weight of hazardous waste disposed:	215.92	271.1	327.09	214.98
Total weight of non-hazardous and hazardous waste disposed:	1777.29	2361.03	6562.36	2177.11
Report how the waste disposal method has been determined:				
2. Information provided by the waste disposal contractor	Please provide details on Keysight uses approved waste contractors for the disposal of method 2: hazardous & non-hazardous waste.			

Additional Comments

COVID-19 impacted certain business operations in fiscal year 2020. In this case, the change in data provided is directly due in part to the pandemic given the majority of our employees were working from home in fiscal year 2020.

Keysight also helps our customers protect their investment in our equipment by maintaining, repairing, refurbishing and recycling - and only after decades of being placed on the market.

References:

-  [Keysight CSR Web Site](#)
-  [Keysight Take Back Program](#)
-  [Keysight CSR - Our Solutions](#)
-  [Keysight Circular Economy](#)
-  [Keysight's Environmental, Health & Safety Commitment](#)

Cross-referenced Data Requests
TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 306-2)
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks(GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 306-2)

SASB
Hazardous Waste Generated and Recycled (GRI Standards - Disclosure 306-2 <-> SASB - RT-EE-150a.1)

Significant Spills GRI 306-3

Environmental / Effluents and Waste / Significant Spills GRI 306-3

Total number and total volume of recorded significant spills.

Volume unit:	0				
Recorded significant spills	Total number	Total volume			
2020	0	0			
2019	0	0			
2018	0	0			
2017	0	0			
Spills reported in the recent annual financial statement	Location of spill	Volume of spill	Spill material	Impact of spill	
0					

Additional Comments

0 recorded significant spills

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 306-3)*

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks(GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 306-3)

SASB

Reportable Spills (GRI Standards - Disclosure 306-3 <-> SASB - RT-EE-150a.2)

Transport of Hazardous Waste GRI 306-4

Environmental / Effluents and Waste / Transport of Hazardous Waste GRI 306-4

Total weight of transported hazardous waste.

Unit: metric tons				
Total weight transported	2020	2019	2018	2017
Hazardous waste transported:	215.92	271.10	327.09	214.99
Hazardous waste imported:				
Hazardous waste exported:				
Hazardous waste treated:	41.33	38.71	53.24	37.14
Percentage (%) of hazardous waste transported internationally:	0	0	0	0
Standards, methodologies, and assumptions used:				

Additional Comments

- Product Take-Back and Trade-In programs continued to enable customers to safely dispose of or recycle used instrumentation in several countries.
- Keysight's Remarketing Solutions business continued to support recovery and repurposing of older instruments for resale, minimizing landfill impact while providing customers access to competitively priced equipment.
- Sustainable practices throughout our product lifecycle - Keysight offers the broadest portfolio of highly reliable, long-lasting electronic measurement solutions that are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources.
<https://www.keysight.com/...>
- Keysight's contribution to Circular Economy - This means designing for long-lasting use, reuse, remanufacturing, and recycling to keep products, components, and materials circulating in the economy. Keysight's contribution to a Circular Economy is assuring our solutions are designed and produced to support an extensive use phase, of up to 40 years active service.
<https://about.keysight.co...>

References:

-  [Keysight CSR Web Site](#)
-  [Keysight CSR - Our Solutions](#)
-  [Keysight Circular Economy](#)

Cross-referenced Data Requests

TCFD
 Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 306-4)
 Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 306-4)

Water Bodies Affected by Water Discharges and/or Runoff GRI 306-5

Environmental / Effluents and Waste / Water Bodies Affected by Water Discharges and/or Runoff GRI 306-5

Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.

Water body/habitat	Size	Protected Area	Biodiversity Value

Reason for Omission:

Not Applicable

Why considered not applicable:

As Keysight is a software and solutions-based company, direct water related risks that could potentially affect the business operations are limited. All the water discharged is managed and treated by the municipal wastewater treatment systems. All water discharges from Keysight facilities meets discharge requirements.

Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems through a variety of programs. Our ISO14001:2015 certified company-wide Environmental Management System is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products. Specific water related risk assessments are conducted as part of our ISO14001:2015 certification. It is covered under the risk and opportunities section and is updated annually.

Cross-referenced Data Requests

TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Metrics and Targets A <-> TCFD - Disclosure 306-5)

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks(GRI Standards - Metrics and Targets C <-> TCFD - Disclosure 306-5)

Environmental Compliance

Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Environmental / Environmental Compliance / Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Explanation of Environmental Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 307 Environmental Compliance	
103-1: Explanation of the material topic and its Boundary	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", "Business Resilience", "Material Sourcing" and "Circular Economy" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance – 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 EHS Policy](#)



[Keysight ISO 14001:2015 Certification](#)



[Keysight RBA Affiliate Member](#)



[Conflict Minerals Statement](#)

Non-Compliance with Environmental Laws and Regulations GRI 307-1

Environmental / Environmental Compliance / Non-Compliance with Environmental Laws and Regulations GRI 307-1

Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.

Reporting Currency: US\$	2020	2019	2018	2017
Total monetary value of significant fines	0	0	0	0
Number of environmental fines paid by the company	0	0	0	0
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0
Data publicly available: Yes Link to disclosure: Information is available on our CSR web - refer to CSR report - https://www.keysight.com/...				

Additional Comments

There were no monetary fines in FY20.

References:

 [Keysight CSR Web Site](#)

Supplier Environmental Assessment

Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Environmental / Supplier Environmental Assessment / Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Environmental Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 308 Supplier Environmental Assessment	
103-1: Explanation of the material topic and its Boundary	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 "Materials Sourcing" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co..) 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 has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as Environmental requirement. The programs include communicating Keysight's requirements to all suppliers, conducting supplier compliance surveys and on-site supplier audits at high risk supplier locations to assess on suppliers' compliance with environmental requirements including ISO 14001 and Keysight's General Specification for the Environmental.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co..) 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 conducts on-site audits on selected supplier for compliance with environmental requirements including ISO 14001 and Keysight's General Specification for the Environmental. Any resulting corrective actions are monitored and reviewed before final sign off.

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 (CSR). 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 Supplier Code of Conduct](#)



[Keysight General Specification for the Environment](#)



[Keysight CSR Management System](#)

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

Environmental / Supplier Environmental Assessment / New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Percentage of new suppliers that were screened using environmental criteria.

% of new suppliers screened from total of new suppliers: 100

Additional Comments

Keysight’s Supplier Code of Conduct establishes Keysight’s expectations for our suppliers, which includes the expectations on environmental sustainability. We also outline the general requirements for restricting or prohibiting certain substances in our procured products per Keysight General Specification for the Environment. These policies and specifications 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 and Keysight General Specification for the Environment.

References:

-  [Keysight Supplier Code of Conduct](#) Page(s) 6 & 7
-  [Keysight General Specification for the Environment](#)
-  [Keysight PO's T&C](#) Page(s) 2

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

Environmental / Supplier Environmental Assessment / Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.

Number of suppliers subject to environmental impact assessments:	1
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:	A potential negative environmental impact was identified during the audit, which is related to the supplier's water management. The supplier had implemented the immediate corrective actions to address the non-conformity.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	0
Reason(s) for negative environmental impact terminations:	N/A

Additional Comments

One supplier was audited for environmental impacts in FY20. Based on this audit, a potential negative environmental impact was identified and related to the supplier's water management. The supplier implemented the immediate corrective actions to address the non-conformity.

In addition, Keysight also triggered 137 supplier compliance questionnaires in FY20 to ensure greater environmental 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.

Social

Employment

Management Approach: Employment GRI 103-1, 103-2, 103-3

Social / Employment / Management Approach: Employment GRI 103-1, 103-2, 103-3

Explanation of Employment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 401 Employment	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material aspect. High Performance Culture Keysight's unique and high-performance culture is a competitive advantage. In 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. 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 and Inclusion Strategy and Key Impact Goals Keysight's Global Diversity and Inclusion strategy and key impact goals were formalized to further implement key diversity and inclusion initiatives and objectives, and to timely monitor and track diversity performance. Harassment Policy Enforced Harassment policy enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements Diversity Training Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete by end of 2021 — approximately 300 managers enrolled in 2020. 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 in employment 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. Environment 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 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. 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. 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. Time-off Policy Compliant with Global Practices Keysight provides a time-off policy through its Flexible Time Off program, providing employees paid time off for rest and recreation, vacation, personal business, personal illness or illness of family members. Robust Holiday Time Off Keysight publishes a global holiday calendar with a regional, country-specific holiday plan, which benefits employees working globally. 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. 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. 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. myVoice Employee Survey Keysight conduct employee survey using 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. Performance Evaluation and Development Plan Every Keysight employee receives a performance evaluation 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, leading to a potential for a high performance. 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. 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. Standards of Business Conduct (SBC) Training SBC training is requirement annual 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. 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, Toast Master Club, etc.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 procedures & processes of evaluating the employment management approach include: • 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 will be monitored, tracked and timely assessed through CSR KPI Dashboard • Keysight Labor Management System (KLMS) and its repository was outlined to monitor and assess human rights and labor related risks and support the operation and organization to follow up with improvement plans. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors pay ratio between men vs. women, new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Compliance Hotline](#)
-  [Keysight Culture](#)
-  [Keysight CSR Web Site](#)
-  [Keysight Global EHS Policy](#)
-  [Web Page Link of Keysight's relationship with the Society of...](#)
-  [Keysight Employer Awards](#)
-  [Keysight CSR Management System](#)
-  [Latest Keysight Corporate Social Responsibility Annual Repor...](#)
-  [Statement on Eradication of Slavery and Human Trafficking](#)
-  [Keysight Standards of Business Conduct](#)
-  [Keysight Affirmative Action and Equal Employment Opportunity...](#)

New Employee Hires and Employee Turnover GRI 401-1

Social / Employment / New Employee Hires and Employee Turnover GRI 401-1

Total number and rates of new employee hires and employee turnover by age group, gender, and region.

New Employee Hires			2020		2019		2018		2017	
Area of Operations	Age Group	Employee Category	Total Number	Rate	Total Number	Rate	Total Number	Rate	Total Number	Rate
Global	All age groups	Total Workforce	1234	8.96		11.1		14.2		
Employee Turnover										
Global	All age groups	Total Workforce	706	5.1		5.9		6.7		
Public Disclosure No, we do not publicly disclose our employee turnover rates										

Additional Comments

Keysight tracks attrition and new hires but does not disclose details on the gender or age group.

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

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

Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations:	
☒	Life insurance
☒	Accident insurance
☒	Adoption or fertility assistance programs
☒	Disability/invalidity insurance
☐	Mortgages and loans
☒	Pension plans/retirement provision
☒	Maternity and/or paternity leave
☒	Child care
☒	Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
☒	Flexible workschemes 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
☐	Education Benefits: Family
☐	Sabbatical Program
☒	Relocation Assistance
☒	Work/Life Support Program
☒	Wellness/Fitness Program
☒	Onsite Fitness Facilities
☒	Onsite Recreation Facilities
☒	Stock Options
☒	Stock Purchase Plan
☐	Employee Profit Sharing
☒	Retirement: Defined Benefit Plan (including pension plans)
☐	Childcare: Other
☒	Bereavement Leave
☐	Tuition reimbursement (other than career training)
☒	Gym facilities or gym fee reimbursement programs
☒	Higher education scholarship programs, for either employees or their relatives
☒	Preventative healthcare programs
☒	Flex scheduling
☒	Telecommuting 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 program
☒	Mentoring Program
☐	Others
☐	No additional benefits offered
☒	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.

Our rewards are offered to eligible employees and comply with local legal requirements. Our 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.

Parental Leave GRI 401-3

Social / Employment / Parental Leave GRI 401-3

Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.

	2020	2019	2018	2017
Number of female employees by gender that were entitled to parental leave:				
Number of male employees by gender that were entitled to parental leave:				
Number of female employees by gender that took parental leave:				
Number of male employees by gender that took parental leave:				
Number of female employees who returned to work after parental leave ended:				
Number of male employees who returned to work after parental leave ended:				
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Return to work and retention rates of female employees who returned to work after leave:				
Return to work and retention rates of male employees who returned to work after leave:				

Additional Comments

Keysight has always fully supported work/life balance and understood the key role it plays in each individual's success. Throughout the Covid-19 pandemic, Keysight conveyed the benefit options that employee can use based on their personal situation to support work/life balance. Keysight did not report this information but does provide the following employee 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 Culture](#)

Labor/Management Relations

Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Social / Labor/Management Relations / Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Explanation of Labor/Management Relations as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 402 Labor Management Relations	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material aspect including: myVoice Employee Survey Keysight conduct employee survey using 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. 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. Freely chosen Employment Keysight supports the elimination of all forms of forced, bonded or involuntary prison labor. 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. Minimum Wages Keysight compensates employees with wages and benefits that meet or exceed the legally required minimum. Working Hours Keysight will not require employees to work more than the maximum hours of daily labor set by local laws. 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. Standards of Business Conduct (SBC) Training SBC training is requirement 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. 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. myInsight This is an internal web based Keysight platform that enables employees to provide suggestions and feedback or share insights. 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 of 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. RBA Affiliate Member 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.

103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 procedures & processes of Evaluation of the Labor/Management Relations include: • myVoice employee survey. Keysight conduct employee survey using 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. • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.
---	--

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 (CSR). 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 Compliance Hotline](#)
-  [Keysight CSR Web Site](#)
-  [Keysight CSR News, Awards and Recognition](#)
-  [Keysight CSR Management System](#)
-  [Latest Keysight Corporate Social Responsibility Annual Repor...](#)
-  [Statement on Eradication of Slavery and Human Trafficking](#)
-  [Keysight Culture](#)
-  [Keysight Affirmative Action and Equal Employment Opportunity...](#)
-  [Keysight Human Rights & Labor Policy](#)

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Social / Labor/Management Relations / Minimum Notice Periods Regarding Operational Changes GRI 402-1

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.

Minimum number of weeks notice typically provided to employees and their elected representatives prior to the implementation of significant operational charges that could substantially affect them:

Additional Comments

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.

Occupational Health and Safety

Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Social / Occupational Health and Safety / Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Occupational Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 403 Occupational Health and Safety	
103-1: Explanation of the material topic and its Boundary	This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect, but also has elements represented in our "Talent Acquisition, Retention, and Development" and "Supply Chain Labor Standards" material aspects.
103-2: The management approach and its components	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. Policies/Regulatory/Compliance - 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).
103-3: Evaluation of the management approach	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 efforts to meet Occupational Health and Safety requirements are an integral part of our 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 KPI to ensure we meet our objectives and targets.

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 (CSR). 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 Global EHS Policy](#)



[Keysight CSR Management System](#)

Occupational Health and Safety Management System GRI 403-1

Social / Occupational Health and Safety / Occupational Health and Safety Management System GRI 403-1

Description of occupational health and safety management system

Statement of implementation Keysight Technologies has implemented an Environmental, Health and Safety Management System (EHSMS) that includes Occupational Health. Keysight's EHSMS was implemented based on recognized risk management system standards established by ISO 140001. • 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 our employees can work injury and illness free. We have best in class programs and are 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 is currently working towards conformance with ISO 45001, an international standard for managing occupational health and safety issues. Following the guidelines of ISO 45001 supports Keysight's efforts to ensure a safe workplace for all employees.
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 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.

References:

-  [Keysight ISO 14001:2015 Certification](#)
-  [Keysight's Environmental, Health & Safety Commitment](#)

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

Social / Occupational Health and Safety / Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Hazard identification, risk assessment, and incident investigation

Process to identify work-related hazards and risks: Keysight is committed to creating work environments in which our employees can work injury and illness free. We have best in class programs and are 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 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 inspections are performed by work-area employees who are trained annually in conducting safety inspections.
Process for worker reporting: Workers and safety inspectors report all workplace hazards and risks to their manager and EHS local EHS team. Keysight does not discriminate against workers who report unsafe working conditions.
Policy or process for workers to remove themselves from unsafe situations: 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.
Process to investigate work-related incidents: All work-related safety incidents are reported and managed using Intellex quality 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](#)

Occupational Health Services GRI 403-3

Social / Occupational Health and Safety / Occupational Health Services GRI 403-3

Description of occupational health services functions

Occupational health services' functions:

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](#)

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

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

Description of worker participation and consultation.

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 EHSMS (Environmental Health & Safety Management System). All employees can offer input through Keysight's AskEHS web tool. Keysight EHS (Environmental, Health & Safety) 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: 1. Keysight CSR Governance Structure is a joint management team including EHS, HR (Human Resources), Legal, CSR (Corporate Social Responsibility) and other cross function teams in development, governance and oversight of Keysight CSR program. 2. Keysight Emergency Response (ER) Team is an example of a team composed of cross functions and business team members to respond to site emergencies. It is generally on site or region specific. 3. 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.

References:

 [Keysight's Environmental, Health & Safety Commitment](#)

Worker Training on Occupational Health and Safety GRI 403-5

Social / Occupational Health and Safety / Worker Training on Occupational Health and Safety GRI 403-5

Description of relevant occupational health and safety training for workers.

Description of training:

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.

We also recognize our 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 our 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.

References:



[Keysight's Environmental, Health & Safety Commitment](#)

Promotion of Worker Health GRI 403-6

Social / Occupational Health and Safety / Promotion of Worker Health GRI 403-6

Access to non-occupational healthcare and health promotion.

Worker access to non-occupational medical and healthcare services: • 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. For more information, see the "Crisis Management: Keysight's Business Continuity and Response to COVID-19" document (https://about.keysight.co...), "Keysight's Response to Coronavirus (Covid-19)" document (https://www.keysight.com/...), and "Crisis Response & Business Continuity in 2020" section of our 2020 Annual CSR Report (http://www.keysight.com/g...).
Health promotion services and programs: • The health and safety of employees is the highest priority throughout our continued COVID-19 response. Keysight worked quickly with medical experts and government agencies to implement robust safety protocols and screening processes to ensure our site-based population could work safely and effectively while supporting business continuity plans. • Keysight shifted some programs and amenities to virtual platforms including a full service offering of fitness, wellness and mindfulness services such as live and streaming fitness and wellness classes, personal coaching, nutrition awareness, and mindfulness tips.

References:

 [Keysight's Environmental, Health & Safety Commitment](#)

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

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

Description of OHS impacts directly linked by business relationships.

Approach to preventing or mitigating business relationship impacts:

To help prevent or mitigate business relationship impacts in 2020, Keysight utilized a strong COVID-19 response approach and the Keysight Leadership Model (KLM) while leaning on standard health and safety programs.

Keysight's global COVID response prioritized the health and safety of our employees, support for our customers providing critical infrastructure and essential services, and helping local communities fight the pandemic. For more information, see the following available resources.

- Crisis Management: Keysight's Business Continuity and Response to COVID-19 <https://about.keysight.com...>
- Keysight's Response to Coronavirus (Covid-19) - <https://www.keysight.com/...>
- "Crisis Response & Business Continuity in 2020" section of our Annual CSR Report - <http://www.keysight.com/g...>

Keysight supports a healthy and safe work environment for all employees by utilizing the KLM — the company's enabler to continuously deliver greater value to key stakeholders — and through recognition and control of workplace hazards, safety reviews, robust emergency and disaster recovery programs and training. Keysight provides comprehensive, job-specific safety training to all employees, conducts job hazard analyses for higher-risk jobs, maintains health and safety work groups, and shares best practices throughout the company.

References:

-  [Keysight Global EHS Policy](#)
 -  [Keysight Leadership Model \(KLM\)](#)
 -  [Keysight's Environmental, Health & Safety Commitment](#)
 -  [Crisis Management: Keysight's Business Continuity and Respon...](#)
-

Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Social / Occupational Health and Safety / Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Quantification of workers covered by relevant management systems.

	2020	2019	2018	2017
Number of covered employees...				
...as percentage of total work force.	100	100	100	100
Number of employees covered by internally audited system...				
...as percentage of total work force.	100	100	100	100
Number of employees covered by externally audited system...				
...as percentage of total work force.	100	100	100	100
Exclusions:				
Contextual information:				

Work-Related Injuries GRI 403-9

Social / Occupational Health and Safety / Work-Related Injuries GRI 403-9

Quantify work-related injuries and calculate relevant ratios.

Employees	2020	2019	2018	2017
Number of fatalities:	0	0	0	0
Rate of fatalities:	0	0	0	0
Number of high-consequence work-related injuries:	0	0	0	0
Rate of high-consequence work-related injuries:	0	0	0	0
Number of recordable work-related injuries:	40	39	49	40
Rate of recordable work-related injuries:	0.22	0.19	0.28	0.34
Number of hours worked:	37150000	36278000	34928000	23344000
Main types of work-related injury: Cumulative Trauma, Acute Overexertion, Laceration				
Non-Employees	2020	2019	2018	2017
Number of fatalities:	0	0	0	0
Rate of fatalities:	0	0	0	0
Number of high-consequence work-related injuries:	0	0	0	0
Rate of high-consequence work-related injuries:	0	0	0	0
Number of recordable work-related injuries:	0	0	0	0
Rate of recordable work-related injuries:	0	0	0	0
Number of hours worked:	0	0	0	0
Main types of work-related injury:				
Risks of high-consequence injury:				
Action to eliminate work-related hazards: 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				
Exclusions:				
Contextual information:				

Additional Comments

Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees.

Cross-referenced Data Requests

SASB

Direct and Contract Employee Incident Rate (GRI Standards - Disclosure 403-9 <-> SASB - TC-ES-320a.1)

Work-Related Ill Health GRI 403-10

Social / Occupational Health and Safety / Work-Related Ill Health GRI 403-10

Details of work-related ill health.

Employees	2020	2019	2018	2017
Number of fatalities as a result of work-related ill health:	0	0	0	0
Number of cases of recordable work-related ill health:	1	0	0	0
Main types of work-related ill health: COVID-19				
Non-Employees	2020	2019	2018	2017
Number of fatalities as a result of work-related ill health:	0	0	0	0
Number of cases of recordable work-related ill health:	0	0	0	0
Main types of work-related ill health:				
Work-related hazards that pose a risk of ill health: COVID-19				
Exclusions:				
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.				

Additional Comments

Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees.

Training and Education

Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Social / Training and Education / Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Explanation of Training and Education as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 404 Training and Education	
103-1: Explanation of the material topic and its Boundary	Keysight has identified with 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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 fiscal year 2020, to strengthen employees and organization's resilience to continue support to customers in response to COVID-19 pandemic, many initiatives and trainings were implemented to help upgrade employees' skills during the uncertainty. This included: • 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 ergonomic, effective 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 the ability to connect with each other. Other highlights of Keysight employee and leadership training and development programs include: 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 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 program and enabled a company-wide training which led to off-the-charts employee engagement. Performance Evaluation and Development Plan Every Keysight employee receives a performance evaluation 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, leading to a potential for a high performance. 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. Keysight Leadership Development Keysight designs and implements various leadership development programs including the New Manager Training Program, Manager's Boot camp, and Executive Online Development Program, 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. Diversity Training Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete by end of 2021 — approximately 300 managers enrolled in 2020. 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. Standards of Business Conduct (SBC) Training SBC training is required annual 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. 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. 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, Toast Master Club, etc.

103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 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 Kilpatrick Model. • Keysight tracks the average training hour per employee and survey the participant satisfaction for each training and development program. • In fiscal year 2020, Keysight Leadership Model (KLM) training engaged over 90% employees worldwide. SBC training reached 100% completion rate, and 100% of Keysight employees received performance feedback.
--	---

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 (CSR). 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 Culture](#)
-  [Keysight CSR Web Site](#)
-  [Keysight CSR Management System](#)
-  [Keysight Standards of Business Conduct](#)
-  [Keysight Leadership Model \(KLM\)](#)

Average Hours of Training Per Year Per Employee GRI 404-1

Social / Training and Education / Average Hours of Training Per Year Per Employee GRI 404-1
Average hours of training that the organization’s employees have undertaken during the reporting period.

Employee category	Male 2020	Female 2020	Male 2019	Female 2019	Male 2018	Female 2018	Male 2017	Female 2017
Gender	12.16	14.63	15.15	13.61	6.52	5.18	10.5	12.5
Overall Average:	12.87	12.87	14.68	14.68	6.11	6.11	11.1	11.1

Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Social / Training and Education / Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

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, knowledge and productivity to achieve current business objectives and prepare for the challenge of future business objectives.

In fiscal year 2020, to strengthen employees and organization's resilience to continue support to customers in response to COVID-19 pandemic, many initiatives and trainings were implemented to help upgrade employees' skills during the uncertainty. This included:

- 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 ergonomic, effective 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 the ability to connect with each other.

Other highlights of Keysight employee and leadership training and development programs include:

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.

Diversity Training

Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete by end of 2021 — approximately 300 managers enrolled in 2020.

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 program and enabled a company-wide training which led to off-the-charts employee engagement. To follow up KLM training and learning, a KLM Action Challenge was implemented that resulted in about 1,400 employee engagement and more than 400 story submissions detailing how employees utilized KLM in their daily work. Keysight Strategy Activation (KAS) training is another prioritized training program run globally which increased transparency and alignment with more than 50% of the employee base, over 7,000 employees, to connect their individual efforts to company strategies and results in fiscal year 2020.

Link Employee's Development Plan (DP) with their Objective Management

Keysight emphasizes learning while doing, experimentation, stretch assignments and on-the-job learning designed to happen anywhere at any time. Keysight builds Employee Development Plan (DP) into their annual objective setting and management plan and supports regular check in conversations with their direct managers which enable the learning and growth through doing.

Educational Assistance Program (EAP)

Keysight provides an Employee Educational Assistant Program for eligible employees to provide financial and management support for continuing their university or academic degree study.

Keysight Leadership Development

Keysight designs and implements various leadership development programs including the New Manager Training Program, Manager's Boot camp, and Executive Online Development Program, 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.

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.

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.

References:



[Keysight Culture](#)



[Keysight Leadership Model \(KLM\)](#)

Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Social / Training and Education / Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

Employee Category	Male 2020	Female 2020	Total 2020	Male 2019	Female 2019	Total 2019	Male 2018	Female 2018	Total 2018	Male 2017	Female 2017	Total 2017
Total workforce	100	100	100	100	100	100	100	100	100	100	100	100

Diversity and Equal Opportunity

Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Social / Diversity and Equal Opportunity / Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 405 Diversity and Equal Opportunity	
103-1: Explanation of the material topic and its Boundary	Keysight has identified with this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity and Inclusion" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 management approach on Diversity and Equal Opportunities include: Diversity and Inclusion Strategy and Key Impact Goals Keysight's Global Diversity and Inclusion strategy and key impact goals were formalized to further implement key diversity and inclusion initiatives and objectives, and to timely monitor and track diversity performance. Harassment Policy Harassment policy was enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements Diversity Training Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete by end of 2021 — approximately 300 managers enrolled in 2020 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. 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. In 2020, Keysight maintained nearly 1:1 salary ratio worldwide of women to men based on average compa-ratio. 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 in employment 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. Diversity is included in New Hire Orientation Diversity and inclusion are part of Keysight's culture and are included in 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. 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, be connected and inspired. In 2020, the company continued to invest in employee growth and increasing a sense of belonging through sponsorship of SWE, adapted to virtual event due to COVID-19 pandemic. Standards of Business Conduct (SBC) Training SBC training is required annually 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. 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.

103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 the effectiveness of this material topic through various mechanisms: • Keysight diversity key impact goals will be monitored, tracked and timely assessed through CSR KPI Dashboard • Keysight Labor Management System (KLMS) and its repository was outlined to monitor and assess human rights and labor related risks and support 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. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors pay ratio between men vs. women, new hires by gender and race, turn-over rate, annual review total rewards and benchmarks with market data • Keysight also participated in the Great Places to work survey.
---	--

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 (CSR). 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 Diversity and Equal Opportunity Policy](#)
-  [Keysight CSR Web Site](#)
-  [Keysight Culture](#)
-  [Web Page Link of Keysight's relationship with the Society of...](#)
-  [Keysight CSR Management System](#)
-  [Keysight CSR News, Awards and Recognition](#)
-  [Keysight Affirmative Action and Equal Employment Opportunity...](#)
-  [Keysight Compliance Hotline](#)
-  [Diversity and Inclusion at Keysight](#)
-  [Keysight Human Rights & Labor Policy](#)

Diversity of Governance Bodies and Employees GRI 405-1

Social / Diversity and Equal Opportunity / Diversity of Governance Bodies and Employees GRI 405-1

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.

	Male			Female			Minority or Vulnerable Group			Age groups		
	Number	%		Number	%		Number	%		% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Governance body (e.g., board) members	7	77.8%		2	22.2%		1	11.1		0	0	100%
	Male			Female			Minority Groups			Age groups		
Employees by job category (per company breakout)	Global number	% in home country	Global %	Global number	% in home country	Global %	Global number	% in home country	Global %	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Total	9598			4179						13%	59%	29%
Managers	1253			381						0.2%	60%	40%
Employee Average Age: 43.8												
Data publicly available: No												

Additional Comments

Keysight has minority data for countries where this reporting is required. Employee headcount not inclusive of personnel in acquired companies that were not yet fully integrated in fiscal year 2020.

Cross-referenced Data Requests

SASB

Employee Representation - Gender (GRI Standards - Disclosure 405-1 <-> SASB - TC-HW-330a.1; TC-SI-330a.3)

Employee Representation - Race/Ethnicity (GRI Standards - Disclosure 405-1 <-> SASB - TC-HW-330a.1; TC-SI-330a.3)

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Social / Diversity and Equal Opportunity / Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.

Employee Category / Location	2020 Ratio	2019 Ratio	2018 Ratio	2017 Ratio
USA Active, Regular	1:0.99	1:0.99	1:0.99	1:0.99
Malaysia Active, Regular	1:0.98	1:0.97	1:0.98	1:1
China Active, Regular	1:0.97	1:0.99	1:1	1:1.01
India Active, Regular	1:0.98	1:0.98	1:0.97	1:0.97
Japan Active, Regular	1:0.99	1:0.98	1:0.97	1:0.98
Germany Active, Regular	1:1.01	1:1	1:1	1:1.01
Spain Active, Regular	1:1.01	1:0.99	1:1	1:1.02
Singapore Active, Regular	1:1.02	1:1	1:0.97	1:0.99
UK Active, Regular	1:0.97	1:0.98	1:0.97	1:0.97
Taiwan Active, Regular	1:1.03	1:1.02	1:1.04	1:1.01
Korea Active, Regular	1:1.01	1:1.04	1:1.04	1:1.03
France Active, Regular	1:0.93	1:0.93	1:0.92	1:0.97
Romania Active, Regular	1:0.99	1:0.97	1:0.97	
Finland Active, Regular	1:0.93	1:0.91	1:0.90	
Canada Active, Regular	1:1.09	1:1.07	1:1.08	
Italy Active, Regular	1:0.99			
Total Home Country:				
Total Worldwide:	1:0.98	1:0.98	1:0.98	1:0.99
Organization breaks out gender pay gap:				
Definition of "significant location":				
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.

Non-Discrimination

Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Social / Non-Discrimination / Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Explanation of Non-discrimination as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 406 Non-Discrimination	
103-1: Explanation of the material topic and its Boundary	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 and Inclusion" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 management approach and its components on Non-Discrimination include: Diversity and Inclusion Strategy and Key Impact Goals Keysight's Global Diversity and Inclusion strategy and key impact goals were formalized to further implement key diversity and inclusion initiatives and objectives, and to timely monitor and track diversity performance. Harassment Policy Harassment policy was enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements Diversity Training Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete by end of 2021 — approximately 300 managers enrolled in 2020 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. 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. 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 in employment 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. Diversity is included in New Hire Orientation Diversity and inclusion are part of Keysight's culture and are included in 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. Standards of Business Conduct (SBC) Training SBC training is requirement annual 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. 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. 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. RBA Affiliate Member 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.

103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 evaluate 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 diversity key impact goals will be monitored, tracked and timely assessed through CSR KPI Dashboard • Keysight Labor Management System (KLMS) and its repository was outlined to monitor and assess human rights and labor related risks and support 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 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors pay ratio men vs. women, new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.
---	---

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 (CSR). 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.

We also have regionally specific non-harassment trainings for managers of employees in specific locations, where local laws require such training.

References:

-  [Keysight CSR Web Site](#)
-  [Keysight Compliance Hotline](#)
-  [Keysight CSR Management System](#)
-  [Keysight Standards of Business Conduct](#)
-  [Statement on Eradication of Slavery and Human Trafficking](#)
-  [Keysight Affirmative Action and Equal Employment Opportunity...](#)
-  [Keysight Human Rights & Labor Policy](#)

Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Social / Non-Discrimination / Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Total number of incidents of discrimination and corrective actions taken.

	2020	2019	2018	2017		
Total number of incidents of discrimination	0	0	0	0		
Incidents (reporting year only)					Status of incident	Corrective actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Freedom of Association and Collective Bargaining

Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Social / Freedom of Association and Collective Bargaining / Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Explanation of Freedom of Association and Collective Bargaining as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 407 Freedom of Association and Collective Bargaining	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material aspect including: Keysight Labor Management System (KLMS) KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. 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. 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. 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. RBA Affiliate Member 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 evaluate 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 was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Web Site](#)



[Keysight Compliance Hotline](#)



[Keysight CSR Management System](#)



[Keysight Human Rights & Labor Policy](#)

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

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

Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.

There were no incidents. Keysight follows the laws of each country in which we operate.

References:

-  [Keysight Supplier Code of Conduct](#)
 -  [Keysight CSR Management System](#)
 -  [Statement on Eradication of Slavery and Human Trafficking](#)
 -  [Keysight Commitment to Human Rights and Labor](#)
 -  [Keysight Human Rights & Labor Policy](#)
-

Child Labor

Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Social / Child Labor / Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Explanation of Child Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 408 Child Labor	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material topic including: Keysight Labor Management System (KLMS) KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. 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. Eradication of Slavery and Human Trafficking The 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. The Statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as a document to support the assessing and addressing the risk of slavery and human trafficking. Standards of Business Conduct (SBC) Training SBC training is requirement annual 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 daily. 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. 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." 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. RBA Affiliate Member 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 the effectiveness of this material topic 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 was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Standards of Business Conduct](#)
 -  [Statement on Eradication of Slavery and Human Trafficking](#)
 -  [Keysight CSR Management System](#)
 -  [Keysight Compliance Hotline](#)
 -  [Keysight Supplier Code of Conduct](#)
 -  [Keysight Human Rights & Labor Policy](#)
-

Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Social / Child Labor / Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

Keysight has established a Supplier Code of Conduct Policy. In addition, Keysight also requires supplier compliance to 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”).

References:

-  [Keysight Supplier Code of Conduct](#)
 -  [Keysight CSR Management System](#)
 -  [Keysight Human Rights & Labor Policy](#)
 -  [Keysight Commitment to Human Rights and Labor](#)
-

Forced or Compulsory Labor

Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Social / Forced or Compulsory Labor / Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 409 Forced or Compulsory Labor	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material topic which include: Keysight Labor Management System (KLMS) KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. 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. Eradication of Slavery and Human Trafficking The 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. The Statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as a document to support the assessing and addressing the risk of slavery and human trafficking. Standards of Business Conduct (SBC) Training SBC training is requirement annual 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 daily. 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. 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." 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. RBA Affiliate Member 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 the effectiveness of this material topic 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 was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Compliance Hotline](#)
 -  [Keysight CSR Web Site](#)
 -  [Keysight CSR Management System](#)
 -  [Statement on Eradication of Slavery and Human Trafficking](#)
 -  [Keysight Standards of Business Conduct](#)
 -  [Keysight Supplier Code of Conduct](#)
 -  [Keysight Human Rights & Labor Policy](#)
-

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

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

Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor

We are unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory 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 (the "UN Guiding Principles").

In addition, Keysight conducts self-assessment to our key suppliers to assess their compliance status against Keysight's Supplier Code of Conduct Policy. In cases where there are issues with adherence to Keysight's supplier expectations, supplier shall initiate corrective action plan to Keysight. All the corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.

References:



[Keysight Supplier Code of Conduct](#)

Page(s) 5 & 6



[Statement on Eradication of Slavery and Human Trafficking](#)



[Keysight Human Rights & Labor Policy](#)

Security Practices

Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Social / Security Practices / Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Explanation of Security Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 410 Security Practices	
103-1: Explanation of the material topic and its Boundary	This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect, but also has elements represented in our "Supply Chain Labor Standards" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. Policies/Regulatory/Compliance – 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).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 towards security practices are an integral part of our 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 KPI to ensure we meet our objectives and targets. Keysight's security policy has been developed to enhance the security of Keysight's people, property and proprietary assets and to establish basic security thresholds and responsibilities for Keysight employees

Additional Comments

Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility (CSR). 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](#)

Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Social / Security Practices / Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.

	2020	2019	2018	2017
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	100
Training requirements regarding human rights issues also apply to third party organizations providing security personnel 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.

Rights of Indigenous Peoples

Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Social / Rights of Indigenous Peoples / Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Explanation of Rights of Indigenous Peoples as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 411 Rights of Indigenous Peoples	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this area which include: Keysight Labor Management System (KLMS) KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. 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. 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. Standards of Business Conduct (SBC) Training SBC training is requirement annual 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 daily. 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. 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. 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. RBA Affiliate Member 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 evaluate 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 was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Compliance Hotline](#)

-  [Keysight CSR Web Site](#)
 -  [Keysight CSR Management System](#)
 -  [Keysight Standards of Business Conduct](#)
 -  [Keysight Affirmative Action and Equal Employment Opportunity...](#)
 -  [Keysight Human Rights & Labor Policy](#)
-

Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Social / Rights of Indigenous Peoples / Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Total number of incidents of violations involving rights of indigenous people and actions taken.

	2020	2019	2018	2017		
Total number of identified incidents involving indigenous rights	0	0	0	0		
Incidents (reporting year only)					Status of incident	Actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Additional Comments

There were no identified violations of rights of indigenous people.

Human Rights Assessment

Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Social / Human Rights Assessment / Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Explanation of Human Rights Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 412 Human Rights Assessment	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has many programs and policies to manage this material topic including: Keysight Labor Management System (KLMS) KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. 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. 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. RBA Affiliate Member Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor compliance and protecting human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 the effectiveness of this material topic 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 was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assessment labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2020, 100% of employees completed SBC training. • Keysight also participated in the Great Places to work survey.

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 (CSR). 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 Compliance Hotline](#)



[Keysight CSR Web Site](#)



[Keysight CSR Management System](#)



[Keysight Standards of Business Conduct](#)



[Keysight Human Rights & Labor Policy](#)

Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Social / Human Rights Assessment / Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Total number and percentage of operations that have been subject to human rights reviews or impact assessments.

Country	# of Operations	% Operations
Brazil	1	100%
Global		100%

Additional Comments

In 2020, Keysight Brazil conducted a customer RBA audit applied to 100% operations in Brazil. In March 2020, Keysight completed the Ecovadis assessment which covered all operations of Keysight globally.

References:

 [Statement on Eradication of Slavery and Human Trafficking](#)

 [Keysight CSR Management System](#)

 [Keysight Human Rights & Labor Policy](#)

 [Keysight Commitment to Human Rights and Labor](#)

Employee Training on Human Rights Policies or Procedures GRI 412-2

Social / Human Rights Assessment / Employee Training on Human Rights Policies or Procedures GRI 412-2

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

	2020	2019	2018	2017
Total number of hours devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations:				
Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations:	100%	100%	100%	100%

Additional Comments

Every Keysight employee completes Standards of Business Conduct (SBC) training annually and confirm their awareness of the SBC, which touches on the topic of human rights policies and procedures. In fiscal year of 2020, 100% of Keysight SBC training was completed, however we do not track hours of training.

In addition to SBC training, Keysight also has a variety of computer-based training, including a zero-tolerance harassment training for managers that is delivered regionally, and diversity training that is embedded in our New Hire Orientation sessions which every new employee worldwide is required to attend in their first 60 days with the company.

Managing within the Law (U.S.), RBA Awareness Training (Malaysia), and Data Privacy training.

From fiscal year 2020, Fostering Inclusion and Diversity training was launched and will be continued.

References:



[Keysight Standards of Business Conduct](#)

Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Social / Human Rights Assessment / Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.

Definition of 'significant investment agreements': In this context, Keysight's definition of "significant investment agreements" includes the following during this reporting period: 1) Acquisitions of other companies or entities into Keysight. 2) Strategic Supplier contracts 3) Capital investments that are financially material to Keysight	2020		2019		2018		2017	
	Number	%	Number	%	Number	%	Number	%
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		100		100		100		

Reason for Omission:

Not Applicable

Why considered not applicable:

Additional Comments

Keysight does not collectively track the total number of significant investment agreements that include human rights clauses or screening because all such

contracts and agreements are required to adhere to standard Keysight policies and procedures in this area. Every acquisition is required to adhere to Keysight policies at time of close, including but not limited to below policy and statements:

- Company's Standards of Business Conduct at <https://about.keysight.co...>
- Strategic supplier contracts require adherence to Keysight's Human Rights and Labor Policy at <https://www.keysight.com/...>
- Supplier Environmental and Social Responsibility (ESR) Code of Conduct at <https://about.keysight.co...>
- Statement on Eradication of Slavery and Human Trafficking at [Statement on Eradication of Slavery and Human Trafficking at https://www.keysight.com/...](https://www.keysight.com/...)

While there were no financially material capital investments in this reporting period, any such contracts would have the same requirements to adhere to Keysight policies and procedures.

References:

-  [Keysight Supplier Code of Conduct](#)
-  [Keysight Standards of Business Conduct](#)
-  [Statement on Eradication of Slavery and Human Trafficking](#)
-  [Keysight Human Rights & Labor Policy](#)

Local Communities

Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Social / Local Communities / Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Explanation of Local Communities as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 413 Local Communities	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

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

Social / Local Communities / Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.

% of operations with implemented local community engagement, impact assessments, and development programs:	
--	--

Reason for Omission:

Unavailable
Steps being taken to obtain data and expected time frame for doing so:
Keysight does not track percentage of operations with implemented local community engagement, impact assessments, and/or development programs. However, Keysight provides employees 4 hours of paid time off per month for approved volunteer activities, communicate to employees and encourages them to participate in local volunteer opportunities. In addition, the company tracks key impact goals related to significant community engagements. See our corporate social responsibility web site at <http://www.keysight.com/g...> for the latest goals and status.

References:

-  [Keysight CSR Web Site](#)
-  [Communities Information](#)

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

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

Operations with significant actual and potential negative impacts on local communities.

Operations with significant potential or actual negative impacts on local communities	Location of the operations with significant potential or negative impacts	Potential or actual negative impacts of operations

Reason for Omission:

Unavailable

Steps being taken to obtain data and expected time frame for doing so:

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.

Supplier Social Assessment

Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Social / Supplier Social Assessment / Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Social Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 414 Supplier Social Assessment	
103-1: Explanation of the material topic and its Boundary	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" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as Labor Practices, Human Rights Practices, and Impacts on Society. The programs include: - communicate Keysight's Labor & Human Rights practices, Keysight's Occupational Health and Safety requirements, and other requirements that may impact society to all suppliers - conduct supplier survey on supplier compliance to human right practices.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 conducts on-site audits on selected suppliers for compliance with Keysight's Supplier Code of Conduct Policy. Any resulting corrective actions are monitored and reviewed before final sign off.

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 (CSR). 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 Supplier Code of Conduct](#)
-  [Keysight CSR Management System](#)
-  [Statement on Eradication of Slavery and Human Trafficking](#)
-  [Keysight Human Rights & Labor Policy](#)

New Suppliers that were Screened Using Social Criteria GRI 414-1

Social / Supplier Social Assessment / New Suppliers that were Screened Using Social Criteria GRI 414-1

Percentage of new suppliers that were screened using social criteria.

	2020	2019	2018	2017
Percentage (%) of new suppliers that were screened using social criteria:	% 100	% 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 (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 Supplier Code of Conduct](#)

Page(s) 5 & 6



[Statement on Eradication of Slavery and Human Trafficking](#)



[Keysight Human Rights & Labor Policy](#)

Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Social / Supplier Social Assessment / Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Suppliers identified as having significant actual and potential negative social impacts.

	2020	2019	2018	2017
Number of suppliers assessed for social impacts:	1	2	4	2
Number of suppliers identified as having significant actual and potential negative social impacts:	0	0	0	0
Significant actual and potential negative social impacts identified in the supply chain:	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.	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				
Suppliers with which improvements were agreed upon as a result of assessment:	0	0	0	0
Suppliers with which relationships were terminated as a result of assessment:	0	0	0	0
Details on the termination of relationships as a result of assessment:				

Additional Comments

Based on the audit result in FY20, we do not observe any significant negative social impact during the audit. In addition, Keysight also triggered 137 supplier compliance questionnaires in FY20 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.

Public Policy

Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Social / Public Policy / Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Explanation of Public Policy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 415 Public Policy	
103-1: Explanation of the material topic and its Boundary	Keysight has not identified "Public Policy" as a material topic. However, the company believes that it is important to encourage the development of sound public policy, worldwide, to better serve our customers, employees and our communities. We strive to provide leadership in advancing a world in which all of our customers have access to affordable, innovative, and sustainable technological solutions.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Political Contribution GRI 415-1

Social / Public Policy / Political Contribution GRI 415-1

Total value of political contributions by country and recipient/beneficiary

Reporting Currency:	2020	2019	2018	2017
Recipient:	0	0	0	0
Country:				
Data publicly available:				
Publicly available.				

Reason for Omission:

Not Applicable

Why considered not applicable:

1. 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.
2. 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.
3. Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs.
4. 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.

Additional Comments

Keysight Technologies 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.

References:



[Lobbying Disclosure](#)

Customer Health and Safety

Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3

Social / Customer Health and Safety / Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Customer Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 416 Customer Health and Safety	
103-1: Explanation of the material topic and its Boundary	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
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 of 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 sets restrictions on substances being present in the materials used in our solutions
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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 Quality Policy](#)



[Keysight General Specification for the Environment](#)



[Keysight CSR Management System](#)

Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Social / Customer Health and Safety / Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

	2020	2019	2018	2017
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts:	100	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.

References:

-  [Keysight Quality Policy](#)
-  [Keysight ISO 9001 Certificate](#)
-  [Keysight ISO 14001:2015 Certification](#)

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Social / Customer Health and Safety / Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes

Company has not identified non-compliance with regulations or voluntary codes regarding the health and safety of its products/services				
	2020	2019	2018	2017
Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with health and safety regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes for health and safety:	0	0	0	0
Please describe any product safety controversies the company has experienced within the last three years. Include information about any fines, settlements, or court-imposed awards and indicate dates, amounts and any cases involving fatalities: Keysight did not receive any regulatory non-compliance notices for the reporting period.				

Additional Comments

Keysight did not receive any regulatory non-compliance notices for the reporting period.

Cross-referenced Data Requests

SASB

Product Safety Litigation (GRI Standards - Disclosure 416-2 <-> SASB - RT-EE-250a.2)

Marketing and Labeling

Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Social / Marketing and Labeling / Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Explanation of Marketing and Labeling as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 417 Marketing and Labeling	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	"The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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. All products are labelled in accordance to our quality policy and meet regulatory requirements where sold.
103-3: Evaluation of the management approach	"The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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.

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 (CSR). 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](#)

Requirements for Product and Service Information and Labeling GRI 417-1

Social / Marketing and Labeling / Requirements for Product and Service Information and Labeling GRI 417-1

Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements

Product/service information					Required for product/service labeling
The sourcing of components of the product or service					No
Content, particularly with regard to substances that might produce an environmental or social impact					Yes
Safe use of the product or service					Yes
Disposal of the product and environmental/social impacts					Yes
Other (please explain):					
	2020	2019	2018	2017	
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:	90	90	90	90	

Additional Comments

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 wheelee 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.

References:



[Keysight Take Back Program](#)

Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes

Company has not identified non-compliance with regulations or voluntary codes regarding product and service information and labeling				
	2020	2019	2018	2017
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:	0	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	0
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:	0	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.

Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcomes

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications	2020	2019	2018	2017
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes:	0	0	0	0

Additional Comments

Keysight has not received any notifications or indications of non-compliance.

Customer Privacy

Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Social / Customer Privacy / Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Explanation of Customer Privacy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 418 Customer Privacy	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable data privacy laws worldwide, including the E.U. General Data Protection Regulation and the California Consumer Privacy Act. The company's data privacy efforts are led by the Compliance team within the Legal Department, with partnership from IT, Marketing and other teams. 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 "Data Privacy & Security" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 broad and proactive approach to data privacy has put the company in a strong position to do business globally while minimizing the risk that a violation of data privacy laws could present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

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 (CSR). 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 Global Data Privacy Policy PDF](#)
-  [Keysight CSR Management System](#)
-  [Keysight Standards of Business Conduct](#)
-  [Keysight Technologies Customer Privacy Statement](#)

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Social / Customer Privacy / Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

☐ Company has identified substantiated complaints of breaches of customer privacy				
☒ Company has not identified substantiated complaints of breaches of customer privacy				
	2020	2019	2018	2017
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:	0	0	0	0
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:	0	0	0	0
Total number of identified leaks, thefts, or losses of customer data:	0	0	0	0
☐ Amount of substantiated complaints concerning customer privacy and loss of customer data is publicly disclosed.				

Socioeconomic Compliance

Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Social / Socioeconomic Compliance / Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Explanation of Socioeconomic Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 419 Socioeconomic Compliance	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to compliance with laws and regulations that promote the well-being of the social systems in which the company operates. This includes antibribery laws, competition laws, labor standards and other ethical regulations. At Keysight, responsibility for compliance with these laws is owned across the organization and is promoted by the Legal Department, Human Resources and our Global Sales organization. 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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 Standards of Business Conduct highlight socioeconomic compliance and require that all Keysight employees adhere to high ethical standards whenever acting on behalf of Keysight. Employees receive training on the SBC annually, and Keysight conducts audits and risk assessments to identify gaps and opportunities for improvement.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (CSR) Management System document (available at https://about.keysight.co...) 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 and its management are committed to operating with uncompromising integrity, and the company's track record shows this. While risks of socioeconomic non-compliance always exist, the company's culture insulates it from these risks and puts Keysight in a good position to succeed with fair and ethical business practices.

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 (CSR). 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 Standards of Business Conduct](#)

Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Social / Socioeconomic Compliance / Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.

Reporting Currency: USD	2020	2019	2018	2017
Total monetary value of significant fines:	\$473,157	0	0	0
Total number of non-monetary sanctions:	0	0	0	0
Context against which significant fines and non-monetary sanctions were incurred:	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.			
Cases brought through dispute resolution mechanisms:				
The organization has identified non-compliances with laws and/or regulations				

Additional Comments

Keysight has always had a robust trade compliance program designed to detect and prevent sanctions violations and remains committed to maintaining and enhancing this program to minimize the risk of recurrence of similar issues in the future.

Additional Resources

- [2020 Corporate Social Responsibility Report](#)
- [Keysight CSR Website](#)
- [Keysight CSR Resources](#)
- [Keysight News, Awards, and Recognition](#)

Learn more at: [**www.keysight.com**](http://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



Find us at www.keysight.com

This information is subject to change without notice. © Keysight Technologies, 2021, Published in USA, May 11, 2021, 3121-1084.EN