Keysight's Supply Chain Management
Responsible Sourcing

Keysight's Commitment

Keysight's Supply Chain Management system fosters robust partnerships with suppliers, emphasizing shared goals in sustainable practices, technology, and operational excellence. This ensures our customers receive responsibly manufactured and high-quality products. Our strategy for managing Environmental, Social, and Governance (ESG) standards is articulated through Keysight's Responsible Sourcing program. Aligned with our Corporate Social Responsibility (CSR) vision, this program exemplifies Keysight's core values that indicated in the Keysight Leadership Model.

Responsible Sourcing Framework

Keysight's Responsible Sourcing program is committed to establishing a sustainable and resilient supply chain that supports our CSR vision and strategy. Through a strong partnership with suppliers, we aim for collective success and leadership in sustainable practices, technology, and business operations.

Aligned with the United Nations Sustainability Development Goals (UN SDGs) [1], our initiatives focus on continuous improvement. We utilize key performance indicators (KPIs) to assess suppliers' progress in environmental sustainability, social impact, and ethical business practices. Additionally, we prioritize supplier resilience and cybersecurity measures to safeguard against potential disruptions.

See Figure 1 for Keysight's Responsible Sourcing Framework.

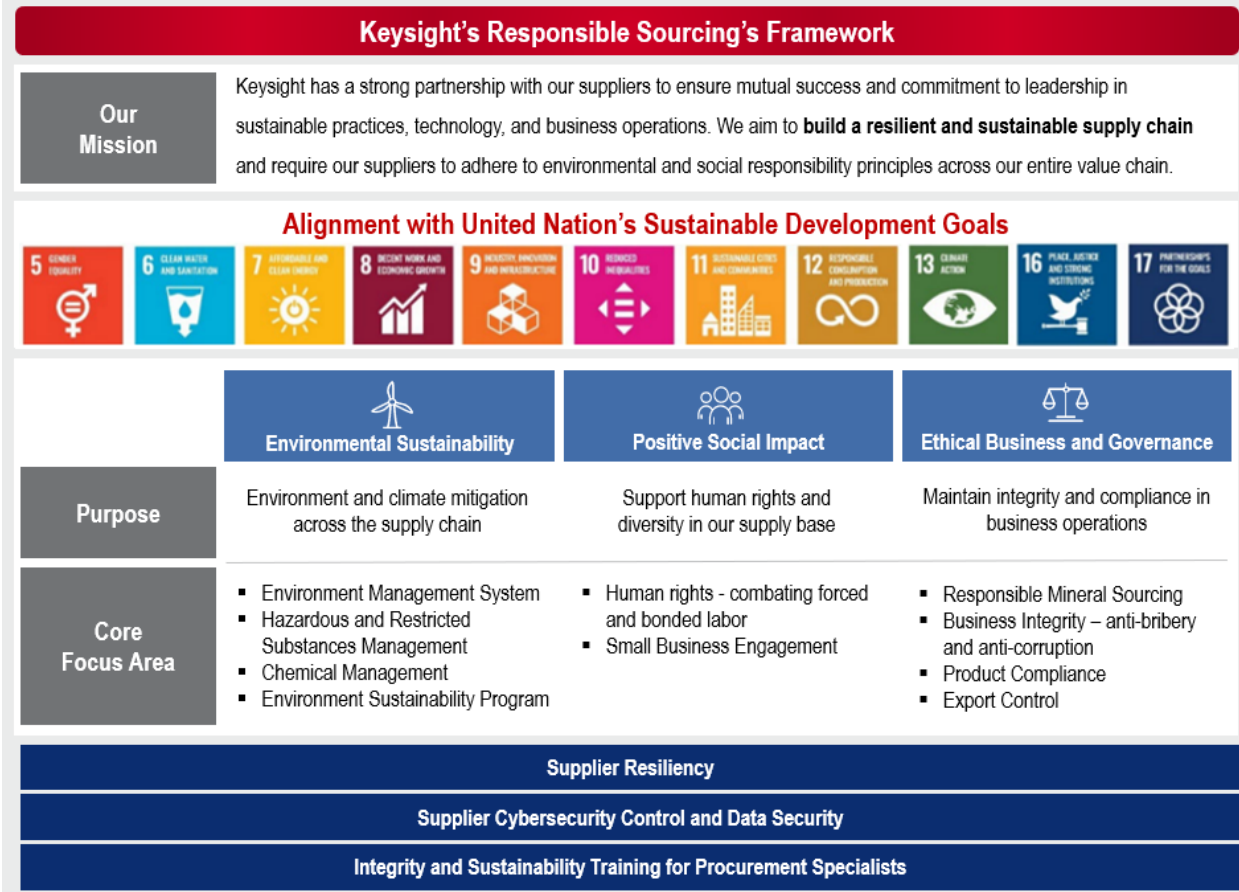1. *Keysight is a member company of the UN Global Compact.*

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Figure 1. Keysight's Responsible Sourcing Framework [2].

Supplier Compliance Management System

We created the Supplier Compliance Management System to articulate our expectations and the due diligence process for responsible sourcing. The system assesses suppliers against the compliance requirements.

Defining Supplier Expectations

Keysight's Supplier Code of Conduct and Supplier Compliance Management System outline our expectations for suppliers regarding ethical business practices, social responsibility, environmental sustainability, and product quality. Suppliers are required to comply with these standards and applicable laws across all operations.

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

Furthermore, Keysight is committed to making progress toward Responsible Business Alliances (RBA) Code of Conduct compliance and encourages our suppliers to do the same. We strive to incorporate RBA principles and tools wherever feasible, aligning with industry-wide common goals.

Flow Down Expectations

Annually, we communicate our Supplier Code of Conduct to all suppliers to keep them informed of Keysight's latest requirements. We emphasize to our suppliers the importance of cascading these requirements to their sub-tier external providers. This communication process is also integrated into our supplier onboarding procedures for new suppliers. All regulatory requirements and the Supplier Code of Conduct are detailed in our Purchase Order Terms & Conditions.

Identify, Assess and Mitigate Adverse Impacts

It's crucial to identify business risks to prevent and mitigate adverse impacts on the environment, people, and our operations. We conduct rigorous risk screening and evaluation of our suppliers to assess potential risks. Should any risks be identified, we promptly take action to mitigate them.

Supplier risk screening

We use a third-party platform to assess suppliers' ESG risks, considering industry-specific and country-specific risk indicators. This screening applies to both current suppliers and potential new suppliers. The risk screening is conducted for both active suppliers and potential new suppliers. New suppliers undergo additional checks, including verification against lists such as the Restricted Parties List (RPL) [3] and Uyghur Forced Labor Prevention Act (UFLPA) Entity List [4]. Suppliers identified as high risk are required to complete a Sustainability Self-Assessment.

Supplier evaluation

We assess our key suppliers [5] to evaluate their compliance with our Supplier Code of Conduct, and their sustainability performance. These assessments typically involve either the RBA Self-Assessment Questionnaire or a third-party conducted Sustainability Self-Assessment. Supplier identified with high-risk scores undergo audits using the RBA Validated Assessment Program (VAP) protocols. If any non-

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3. *Restricted parties list (RPL) are lists of organizations, companies, or individuals that various U.S. agencies and other foreign government authorities have identified as parties cannot do business with. RPL as published at the website of the International Trade Administration.*

4. *Uyghur Forced Labor Prevention Act (UFLPA) Entity List, A list of entities in Xinjiang that mine, produce, or manufacture wholly or in part any goods, wares, articles and merchandise with forced labor.*

5. *Key suppliers are those with the highest spending impact and are crucial to the core operations of our business. In Tier-1, there are 55 key suppliers, collectively accounting for 90% of our total spending. These suppliers play a vital role in ensuring the smooth functioning and success of our business operations. (A Tier-1 supplier is a company that supplies components or materials directly use in the products.)*

conformities are revealed during the audit, corrective action plans are promptly implemented to mitigate adverse impacts.

In addition to sustainability assessments, we also address various regulatory requirements such as conflict mineral surveys, cobalt surveys, cybersecurity assessments, compliance with the EU RoHS Directive, FAR Section 889, etc.

See Figure 2 for Keysight's supplier compliance annual calendar [6].

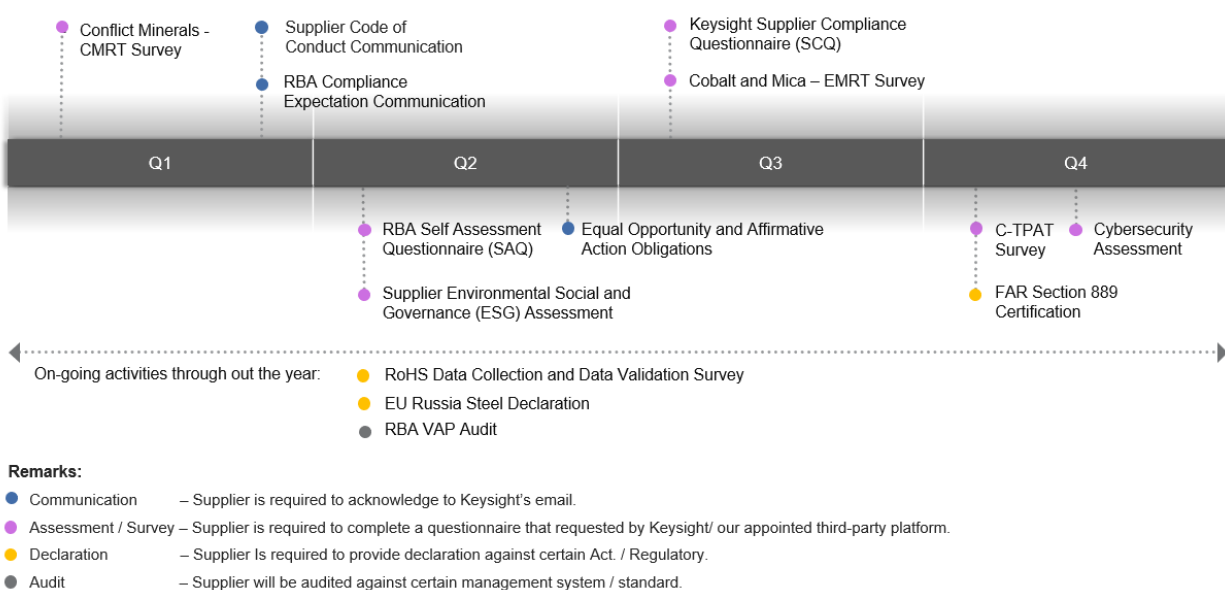## FY25 Supplier Compliance Annual Activity

Figure 2. Keysight's supplier compliance annual calendar.

Continous Improvement

In a competitive business environment, continuous improvement is paramount. We monitor supplier performance closely and offer structured training sessions to enhance their sustainability practices and compliance knowledge.

Supplier performance review

Every year, we evaluate the performance of our key suppliers across technology, quality, responsiveness, delivery, cost, and environmental and social governance (TQRDCE) criteria. Suppliers demonstrating

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6. *Keysight's supplier compliance annual calendar outlines the various compliance activities throughout the year, including communication, assessment, declaration, and audits. These activities are aligned with minimum requirements. Suppliers will be notified as necessary to evaluate their compliance with relevant regulations as they arise.*
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exceptional performance are rewarded with opportunities for repeat business, increased sales, and sustainable growth. Suppliers with unsatisfactory performance are required to submit Performance Improvement Plans (PIPs) to address identified areas for improvement.

Knowledge building

We provide guidance through self-paced training and webinars covering ethics, human rights, social responsibility, and environmental topics for both internal procurement specialists and external suppliers. Additionally, we provide personalized coaching to suppliers to address any questions or challenges related to our Supplier Code of Conduct.

In FY24, we organized five webinars and self-paced training courses for suppliers, highlighting subjects like Supplier ESG requirements and the Conflict Minerals Due Diligence Process. A total of 206 suppliers were invited to participate in the webinars and training courses.

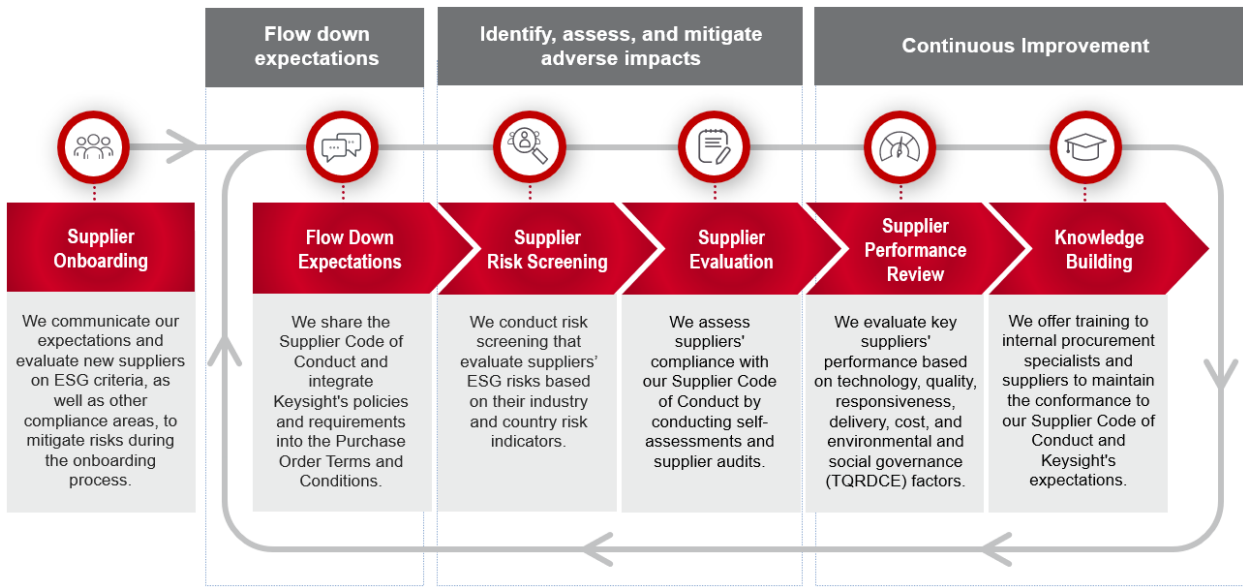See Figure 3 for supplier engagement process.

Figure 3. Supplier engagement process.

Key Performance Indicators – Track Results and Status

Keysight's CSR program is built upon six foundational pillars: Ethical Governance, Environmental Responsibility, Responsible Sourcing, Our People, Communities, and Our Solutions. Within the Responsible Sourcing pillar, we have established key performance indicators (KPIs) and monitor progress on a quarterly basis. These KPIs are essential for tracking our sustainability objectives and guiding the transformation towards sustainability within our supply chain.

See Figure 4 for FY24 results.

FY 2024 results:

92% key suppliers assessed on their sustainability practices via self-assessment questionnaire	**84%** of targeted suppliers completed RMI Conflict Minerals Reporting Templates (CMRT)	**28** key suppliers' facilities were audited using the RBA Validated Assessment Protocol (VAP)
6 of 6 small business categories met the government agreed small business spending target	**100%** of contract manufacturers completed a Supplier Performance Review with an ESG score above the acceptance threshold	**5** webinars or trainings conducted to internal procurement specialists and external suppliers

Figure 4. Responsible Sourcing FY24 results [7].

Communicate Our Strategy – External Report Disclosures

Information regarding our policies and supplier expectations can be found on our Supplier Resources website. This includes details on our supplier compliance requirements, performance expectations, and our Purchase Order Terms and Conditions. Additionally, we publicly disclose our efforts under the Responsible Sourcing program, which encompass our vision and strategy outlined in our supply chain brief, Keysight's CSR Report, and Conflict Minerals Report.

Environment Sustainability

Keysight acknowledges climate change as a multifaceted challenge impacting the economy, society, and environment. We are dedicated to mitigating its effects by conducting business ethically, sustainably, and responsibly. Our suppliers are mandated to adhere to all relevant environmental, health, and safety laws, regulations, and standards. Furthermore, we collaborate closely with our suppliers to achieve mutual success in enhancing environmental and climate protection throughout our supply chain.

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7. *Key suppliers are those with the highest spending impact and are crucial to the core operations of our business. In Tier-1, there are 55 key suppliers, collectively accounting for 90% of our total spending. These suppliers play a vital role in ensuring the smooth functioning and success of our business operations. (A Tier-1 supplier is a company that supplies components or materials directly use in the products.)*

Environmental, Health and Safety Management System

Keysight utilizes both an Environmental Management System (EMS) and Health and Safety Management System (HSMS) in managing environmental and occupational safety issues. The objective of having the management system in place is to develop a safe and healthy working environment, as well as to ensure regulatory compliance and protect the environment. We expect our suppliers to adhere to environmental and Health and Safety principles that are similar to those valued in Keysight. We conduct assessments to evaluate suppliers' EMS and HSMS implementation.

Hazardous and Restricted Substances Control

Keysight established the General Specification for the Environment (GSE) to help minimize the impact of business operations on the environment while complying with regulatory requirements. This specification outlines the general requirements for purchased parts, components, materials, and products that are supplied to Keysight, and follows the IEC 62474 standard. This specification includes the environmental requirements of product content and Ozone Depletion Substances (ODS) use restrictions, battery content restrictions, phytosanitary measures for solid wood packaging materials, product labeling and marking requirements, product end of life labeling requirements and chemical registration requirements. Additionally, to monitor restrictions on the use of ODS, we require contract manufacturers to provide declarations of conformity.

We also closely monitor all regulated substances that are published by authorities and conduct a supplier survey to verify compliance where necessary. For example, in fiscal year 2022, the France's Ministry for Ecological Transition (Ministère de la Transition écologique) issued a corresponding Order to specify the requirement on the regulation of Mineral Oils. This ban applies to mineral oils containing substances that interfere with the recycling of waste or limit the use of recycled materials because of the risks they pose to human health. To comply with the regulation, we conducted an assessment to our suppliers and worked with the potential impacted suppliers to remove the restricted mineral oil from the parts that provided to Keysight.

Find out more at Keysight Product Materials Environmental Specification Letter.

EU RoHS Directive

The Keysight product portfolio meets the 10 substances of the European Union (EU) Restriction of Hazardous Substances (RoHS) Directive 2011/65/EU, including the delegated directive EU 2015/863 that added four phthalates. Keysight is committed to meeting customer demands for high reliability and we expect that our contract manufacturers (CMs) and direct material suppliers provide compliant and reliable materials. Further details are available in the Keysight Statement on RoHS Directive.

Our RoHS program monitors Keysight's product compliance. We perform data validation and assessments to confirm direct materials suppliers comply with the restrictions on the use of certain hazardous substances in electrical and electronic equipment per the EU RoHS Directive. Suppliers are required to provide the

data whether the supplied items conform to the RoHS restrictions. Any changes related to RoHS should be considered major changes. As such, we expect suppliers to submit the component changes, including those related to RoHS compliance as early as possible to PCN@keysight.com for Keysight approval.

Find out more at Keysight RoHS webpage.

Chemical Management

Keysight's Environmental, Health and Safety (EHS) Management System includes a process to review and evaluate new chemical substances for applicable regulatory requirements (including import/export), potential EHS risks, local permit thresholds, and Keysight material restrictions or bans. This EHS review process is completed for any new chemicals prior to the purchase. Each chemical substance contained in goods supplied to Keysight must comply with the Global Harmonized System (GHS) of Classification and Classification Labeling and Packaging (CLP). We expect our suppliers to provide the Safety Data Sheets or other product content information prior to or with the shipment of goods. Upon request, suppliers are required to provide the product material chemical composition data to Keysight in order to verify the compliance against applicable product chemical content restrictions. Keysight also evaluates chemical suppliers' performance against technology, quality, responsiveness, delivery, cost, and environmental and social responsibility factors to verify our requirements are consistently being met.

Environmental Sustainability Program

Keysight prioritizes natural resource conservation, emission reduction, waste and water minimization and pollution prevention. Keysight recognizes that climate change is an economic, environmental, and social crisis, and the private sector needs to take meaningful action to reduce greenhouse gas (GHG) emissions. In 2021, Keysight announced a target to achieve net zero emissions in our operations by end of fiscal year 2040. Keysight's near-term science-based targets (SBTs) were approved by the Science Based Targets initiative (SBTi) in October 2023. The SBTs state that Keysight commits to reduce absolute scope 1 and 2 GHG emissions 42% by fiscal year 2030 from a fiscal year 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by fiscal year 2028.

In aligning to this commitment, we evaluate our suppliers' position related to the SBTi and partner with our suppliers to better achieve these goals. We engaged a third-party consultant to perform an in-depth sustainability assessment to our suppliers against industrial CSR practices, as well as collect GHG emissions data and other climate related information at least annually from suppliers. Additionally, we also require our suppliers to provide the status of their environmental sustainability program across areas such as energy consumption reduction, water management, carbon neutrality and recycling efforts. In fiscal year 2024, there were 30 key suppliers that had either set targets or committed to the SBTi.

Find out more at Keysight Commits to Science Based Targets Initiative and Keysight's Response to Climate Change.

Positive Social Impact

At Keysight, we uphold and adhere to the foundational principles outlined in the Universal Declaration of Human Rights, the tenets of the United Nations (UN) [8] Guiding Principles on Business and Human Rights, core International Labor Organization Conventions, and the laws of countries in which we operate. We are committed to fair employment practices, and comply with all national, state, and local laws concerning labor compliance, non-discrimination, and equal opportunity.

To reinforce these principles, Keysight maintains written policies such as our Standards of Business Conduct (SBC), Global Human Rights and Labor Standards Policy and Supplier Code of Conduct. We actively promote human rights and diversity within our supply chain and require our suppliers to conduct business with these same principles.

Human Rights - Combating Forced and Bonded Labor

Keysight is dedicated to complying with the *California Transparency in Supply Chains Act of 2010* (effective January 1, 2012, the *"California Act"),* the *Modern Slavery Act 2015* (effective October 29, 2015, the *"U.K. Act"),* and the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (effective January 1, 2024, the *"Canada Act"* [9]). We maintain the Statement on Eradication of Slavery & Human Trafficking to demonstrate Keysight's commitment to combatting forced and bonded labor across its operations and supply chain.

All suppliers are required to adhere strictly to 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. Our policy mandates that all work must be voluntary, and workers shall have the freedom to terminate their employment without penalty upon reasonable notice as outlined in their contracts. These requirements were imposed in the service provider agreement.

Keysight actively monitors our compliance with regulations concerning human rights issues. Following the July 2020 joint Business Advisory by the U.S. Department of State, Treasury, Commerce, and Homeland Security on human rights concerns in the Xinjiang Uyghur Autonomous Region (XUAR) of China, Keysight had conducted a comprehensive Xinjiang Supply Chain Screening. This screening ensured that we do not source directly from the Uyghur Forced Labor Prevention Act (UFLPA) Entity List, which maintained by the U.S. Department of Homeland Security (DHS). The outcome confirmed that none of these prohibited entities are present within our supply chain.

Furthermore, prior to onboarding any new supplier, we screen them against the UFLPA entity list to ensure compliance. We also conduct semi-annual screenings of our supplier database against the UFLPA entity list to maintain ongoing compliance.

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8. *Keysight is a member company of the UN Global Compact.*
9. *For the purpose of the Canada Act, Keysight Technologies Canada Inc. ("Keysight Canada") is the only "entity" under the Canada Act and make the Statement on Eradication of Slavery & Human Trafficking as a single report pursuant to section.*

Small Business Engagement

At Keysight, we uphold the value of treating everyone with dignity and respect, both in the workplace and within communities. We expect all employees and business partners to adhere to these principles. We believe that environments enriched by a broad spectrum of perspectives and experiences foster innovation. This commitment extends throughout our supply chain and procurement initiatives.

Keysight's Small Business Engagement Program is an integral component of our CSR efforts, promoting responsible and inclusive sourcing practices. We are deeply committed to advancing opportunities for all within our business ecosystem.

Small business program

Keysight Technologies, Inc. (Keysight) has a proactive Small Business Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Businesses. Keysight identifies prospective partners through the US Government Central Contractor Registration (CCR) database as well as through other third-party certifying organizations.

This policy is applied across Keysight's operations in the United States and is actively endorsed by the Executive Management team and staff.

Keysight reports annually on 6 Small Business Classifications:

- Small Businesses
- Small Disadvantaged Businesses
- Women-owned Small Businesses
- HUBZone Small Businesses
- Veteran-owned Small Businesses
- Service-Disabled Veteran Owned Businesses

Small Businesses that are interested in doing business with Keysight are encouraged to reach out to our Small Business Liaison Officer (SBLO) with their company details, by sending an email to small-business-liaison@keysight.com.

Ethical Business and Governance

At Keysight, we uphold unwavering integrity in all aspects of our business. Our commitment to honesty, fair dealings, and ethical conduct is central to our corporate identity. We have established the Standards of Business Conduct (SBC) to provide guidance on our ethical and legal responsibilities, regulating interactions with customers, competitors, suppliers, third-party partners, and our employees to uphold integrity and compliance in all business operations. In alignment with these principles, Keysight expects our suppliers to conduct their business with the same commitment to integrity and adhere to high standards of business ethics.

Responsible Sourcing of Minerals

As set forth in our Statement on Conflict Minerals, Keysight is committed to complying with the Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act") and requires that all suppliers adhere to these requirements as outlined in our Supplier Code of Conduct. We expect suppliers to supply materials that are "Democratic Republic of the Congo (DRC) Conflict Free" and do not contain minerals that directly or indirectly finance or benefit armed groups in the DRC or an adjoining country.

Keysight is a participant of the Responsible Mineral Initiative (RMI), and source minerals in accordance with the Organisation for Economic Co-operation and Development (OECD) Guidance. We utilize the RMI tools such as the Responsible Minerals Assurance Process (RMAP) validation audit of smelters and refiners, along with the Conflict Mineral Reporting Template (CMRT). To facilitate compliance, we engage a third-party consultant to collect CMRT responses from our suppliers and collaborate closely to achieve responsible sourcing objectives. Our SEC annual disclosure reports and due diligence plan on conflict minerals are publicly accessible via our company website.

Our conflict minerals due diligence process aligns with the OECD Guidance, encompassing five key steps:

1. Establishing strong company management systems

2. Identifying and assessing risks in our supply chain

3. Designing and implementing a strategy to respond to identified risks

4. Utilizing independent third-party audits

5. Publicly reporting on our supply chain due diligence

Additionally, we participate in the Cobalt Initiative and collaborate closely with suppliers to meet responsible sourcing standards. The Extended Minerals Reporting Template (EMRT) is employed to collect cobalt sourcing information throughout our supply chain. Refer to Keysight Statement on Responsible Cobalt Sourcing for more details.

Find out more at Keysight Conflict Minerals Report.

Business Integrity – Anti-Bribery and Anti-Corruption

Keysight maintains a zero-tolerance policy towards bribery, corruption, extortion, and embezzlement. We strictly prohibit the promise, offer, giving, or receipt of anything of value or personal benefit with the expectation of receiving a business favor, contract, or any other advantage in return. The Standards of Business Conduct (SBC) outline our ethical and legal responsibilities, guiding our employees and suppliers worldwide to conduct business affairs accordingly.

Furthermore, suppliers are required to adhere to all relevant anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. and those under the OECD Convention on Combating Bribery of Foreign Public Officials in

International Business Transactions. These requirements are clearly stipulated in supplier contracts, our Supplier Code of Conduct, and Purchase Order Terms and Conditions.

Product Compliance

Keysight secures customer loyalty through the delivery of products and services that offer exceptional quality and superior value. Consequently, suppliers are expected to uphold an efficient quality management system that includes continuous improvement in accordance with Keysight Supplier Quality System Requirements.

Electrostatic Discharge (ESD) control

ESD control processes are essential to prevent inadvertent damage to ESD-sensitive devices. Implementing robust ESD controls within our internal manufacturing operations is critical to ensuring the high quality of our products. Keysight adheres to the industry standard ANSI/ESD S20.20 for ESD controls. Compliance with these procedures is mandatory in all areas involved in the manufacturing, assembly, testing, servicing, installation, handling, or packaging of ESD-sensitive electronic devices, such as parts, assemblies, or products. Similar compliance requirements apply to our suppliers who provide ESD-sensitive electronic devices. Suppliers must maintain an ESD control program that meets Keysight Supplier ESD Control Requirement, wherever ESD-sensitive parts are involved. We include an ESD audit as part of our contractor manufacturer and supplier audit scope to verify their adherence to ESD control processes.

Counterfeit part prevention

Keysight is committed to preventing the introduction of counterfeit electronic components into our products. Keysight has a companywide Keysight Counterfeit Materials Management Program (CMMP) and Keysight Counterfeit Electronic Components Prevention Policy, which outlines the requirements and processes to actively avoid and mitigate the potential impact of counterfeit components. These counterfeit prevention controls include, implement procurement protocol to source the authentic electronics component, maintain appropriate detection processes to assure electronics component is authentic, deploy training programs for employee's awareness about the risk of counterfeit, and establish disposition and reporting process for all cases of suspected counterfeit components found across Keysight's supply chain, conduct audit to verify out adherence to the policy, and continued creating the counterfeit awareness across the organization. In addition, we also defined the supplier requirements such as, supplier shall obtain a written consent and approval from Keysight prior the procure of electronic components from the non-authorized sources, and prior the use of the electronic components on our products. Suppliers shall adhere to the requirements and ensure their supplied parts, components, materials, and products that are incorporated into Keysight products are authentic, safe, and connected across the supply chain.

Find out more at Keysight Counterfeit Parts Prevention Program Overview.

Export Control

At Keysight, we understand that conducting international business is a privilege that comes with responsibilities. Violations of import and export laws can have substantial consequences for our operations. Therefore, any business activity involving the movement of products, services, information, or technology across international borders must comply not only with U.S. trade laws but also with the trade laws and regulations of the countries where we operate. This requirement is explicitly stated in our Standards of Business Conduct (SBC). We also expect our suppliers to adhere strictly to all applicable trade laws and export control regulations relevant to the countries in which they conduct business.

Customs – Trade Partnership Against Terrorism (C-TPAT) program

Keysight is committed to participating in and supporting the C-TPAT program. As a strong advocate of the C-TPAT program, Keysight aims to strengthen and uphold robust security processes across the global supply chain, ensuring the prompt delivery of all incoming cargo.

Keysight urges all our US suppliers to join the C-TPAT program. Additionally, U.S. Customs requires non-U.S. suppliers to implement appropriate security measures to safeguard their goods throughout their international supply chains. Consequently, Keysight expects each of our suppliers of goods or services to notify their facilities, offices, and subsidiaries about the C-TPAT program and Keysight's active participation in it.

Restricted Parties List (RPL)

The RPL are lists comprises organizations, companies, or individuals identified by various U.S. agencies and foreign government authorities with whom transactions, including purchases, sales, leases, rentals, services, or support, are prohibited. It is incumbent upon all Keysight entities to ensure that no transaction (including purchase, sale, lease/rent, service/support), takes place with any person or entity listed in the RPL To uphold the integrity of Keysight's supply chain and prevent interactions with denied parties identified by authorities, we conduct thorough screenings of all potential new suppliers against the RPL, accessible via the International Trade Administration website. For ongoing compliance oversight, we have implemented a tracking mechanism to promptly identify any additions to the RPL and conduct necessary screenings throughout our supply chain. Upon identification of an RPL entry within our supply chain, immediate measures are taken to place the entity on hold, prohibiting further transactions.

Embargoed country

Embargoed Countries are defined by the U.S. Government due to national security concerns. Keysight strictly refrains from conducting business with nations subject to U.S. trade embargoes or economic sanctions. It is expressly prohibited to sell, distribute, or export products or services to countries under embargo or sanction. To avoid any violation, we rigorously verify the location of potential new suppliers to confirm they are not situated in any embargoed country before initiating any business relationship.

Supplier Resiliency

In today's dynamic environment, a resilient supply chain is characterized by its capacity to withstand the effects of disruptions and swiftly recover from them. Establishing such resilience is critical for Keysight to ensure uninterrupted and timely delivery of products and services to our customers, thereby minimizing potential impacts on Keysight's revenue.

Supplier Resiliency Program

The Supplier Resiliency program enables us to assess the risks associated with supply chain disruptions and proactively mitigate geopolitical, financial, natural disasters, and other business risks. We collaborate with external experts to conduct the following assessments in their respective domains:

- Supply chain disruption monitoring
  - Keysight partners with a third-party consultant for continuous 24×7 monitoring and detection of global events that pose threats to supply chains worldwide. This monitoring spans over 25 categories of disruption events, from major global crises like pandemics and economic downturns to localized incidents such as factory fires, port closures, and labor strikes, as well as regulatory actions by governments. Through this monitoring, we identify affected suppliers promptly and implement immediate measures to manage potential supply chain disruptions.

- Supplier financial health check
  - Keysight engages a third-party consultant to conduct assessments of our suppliers' financial health. These evaluations provide insights into a supplier's ability to sustain growth during prosperous times, navigate unforeseen disruptions, and invest in both financial and non-financial resources and infrastructure.

Supplier Risk Management

Keysight's Supplier Risk Management program addresses unforeseen threats and identifies opportunities to mitigate risks effectively. It establishes essential processes for assessing supplier business risks and ensures robust plans are in place for swift business recovery during supplier disruptions.

- Business Recovery Capability (BRC) survey
  - Keysight has developed the Business Recovery Capability Survey to evaluate suppliers' abilities to recover their business operations in alignment with Keysight's requirements. This survey examines strategies such as relocation plans, estimated timelines for resuming manufacturing at alternative sites, and crisis communication contacts responsible for notifying Keysight of significant disruptions affecting Keysight-related operations. Suppliers may receive a "red" scorecard rating if their BRC does not meet Keysight's standards. In such cases, suppliers are

mandated to implement a risk mitigation plan tailored to Keysight's specific needs and the circumstances at hand.

- Business Continuity Plan (BCP)
  - o Keysight has established comprehensive guidelines for developing robust Business Continuity Plans (BCPs). These guidelines outline essential components that must be included in suppliers' BCPs. We provide training to our procurement specialists and share these guidelines with our suppliers. Our procurement specialists review and assess supplier BCPs to ensure compliance with Keysight's guidelines. Additionally, we collaborate closely with suppliers to enhance their BCPs and strengthen recovery strategies to manage unexpected threats or events effectively.

Supplier Cybersecurity Control and Data Security

In today's rapidly evolving technological landscape, new and unforeseen challenges have emerged, bringing with them potential security and privacy implications. Keysight acknowledges both the opportunities and the complexities presented by these technologies. To effectively manage these risks, we have implemented a robust security management system that focuses on mitigating risks and enhancing supply chain security controls.

Cybersecurity

At Keysight, ensuring that all instruments manufactured, refurbished, serviced, calibrated, and demonstrated are free from malware and other computer-based threats is a top priority. We expect our suppliers to comply fully with applicable Data Protection Laws and to access Keysight's data and systems only to fulfill their obligations under our agreements or as explicitly directed by Keysight. Suppliers must establish an Information and System Security program aligned with Keysight's Supplier Cybersecurity Control Guidelines.

Keysight is actively engaged in assessing supply chain cybersecurity through our Third-Party Cyber Risk Management (TPCRM) process, aimed at identifying potential threats and areas of concern. Suppliers are required to complete our cybersecurity questionnaire to provide insight into their cybersecurity controls and risks to Keysight. Additionally, our contract manufacturers (CMs) must conduct tabletop exercises simulating cyberattack incidents to evaluate the effectiveness of their cybersecurity measures in preventing and mitigating risks.

Furthermore, we utilize a third-party platform to continuously monitor our suppliers' cybersecurity controls and detect security breaches such as data breach incidents and ransomware attacks within our supply chain. Suppliers identified with low scores are mandated to implement action plans to enhance their cybersecurity controls and improve their risk scores.

Privacy

We prioritize the privacy of our employees, customers, and third parties with whom we engage and are committed to the responsible handling of their personal data, encompassing its collection, storage, use, transfer, and disposal. This commitment is articulated in our Standards of Business Conduct (SBC) and Supplier Privacy Statement. Employees who have access to personal data as part of their responsibilities at Keysight are mandated to safeguard this information diligently. Likewise, suppliers entrusted with personal data belonging to Keysight employees or other third parties must adhere strictly to the terms outlined in any data privacy agreement or addendum with Keysight. Suppliers are expected to implement robust administrative, physical, and technical measures to protect personal data and comply with all relevant privacy and data protection laws, regulations, directives, including, where applicable, the General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679).

Find out more at Keysight Security.

Integrity and Sustainability Training for Procurement Specialists

At Keysight, our goal is to procure materials and services from reputable suppliers that adhere to industry standards and prioritize sustainability. Our procurement specialists play a critical role in upholding integrity throughout the procurement process and selecting suppliers with strong sustainability practices.

To foster awareness across our organization, we mandate annual refresher training on our Standards of Business Conduct (SBC) for all procurement specialists. These standards equip us with the knowledge, guidance, and resources necessary to uphold honesty, integrity, and compliance with laws and regulations in all our business dealings.

We also host sustainability webinars that cover topics such as Supplier Environmental, Social, and Governance (ESG) requirements, and the Conflict Minerals Due Diligence Process. These webinars are designed for both internal procurement specialists and external suppliers, aiming to enhance clarity and understanding of ESG requirements throughout our supply chain.

Keysight's Responsible Sourcing Resources

- Corporate Social Responsibility (CSR)
- Annual CSR Report
- Corporate Social Responsibility/Responsible Sourcing
- Keysight's Supplier Code of Conduct
- Keysight Standards of Business Conduct (SBC)
- Keysight Global Human Rights and Labor Standards Policy
- Keysight's Commitment to Human Rights and Labor Standards
- Supply Chain Transparency: Keysight's Statement on Eradication of Slavery & Human Trafficking
- Keysight's Environmental & Social Responsibility Expectations for Suppliers
- Keysight General Specification for the Environment (GSE)
- Keysight Conflict Minerals Report
- Keysight Statement on Conflict Minerals
- Keysight Statement on Responsible Cobalt Sourcing
- Supplier Small Business Engagement
- Keysight Counterfeit Parts Prevention Program Overview
- Keysight Counterfeit Electronic Components Prevention Policy
- Customs – Trade Partnership Against Terrorism (C-TPAT) Program
- Keysight Supplier Cybersecurity Control Guidelines
- Keysight Supplier Privacy Statement
- Keysight Security

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