



2020 CSR REPORT



2020 Corporate Social Responsibility Report

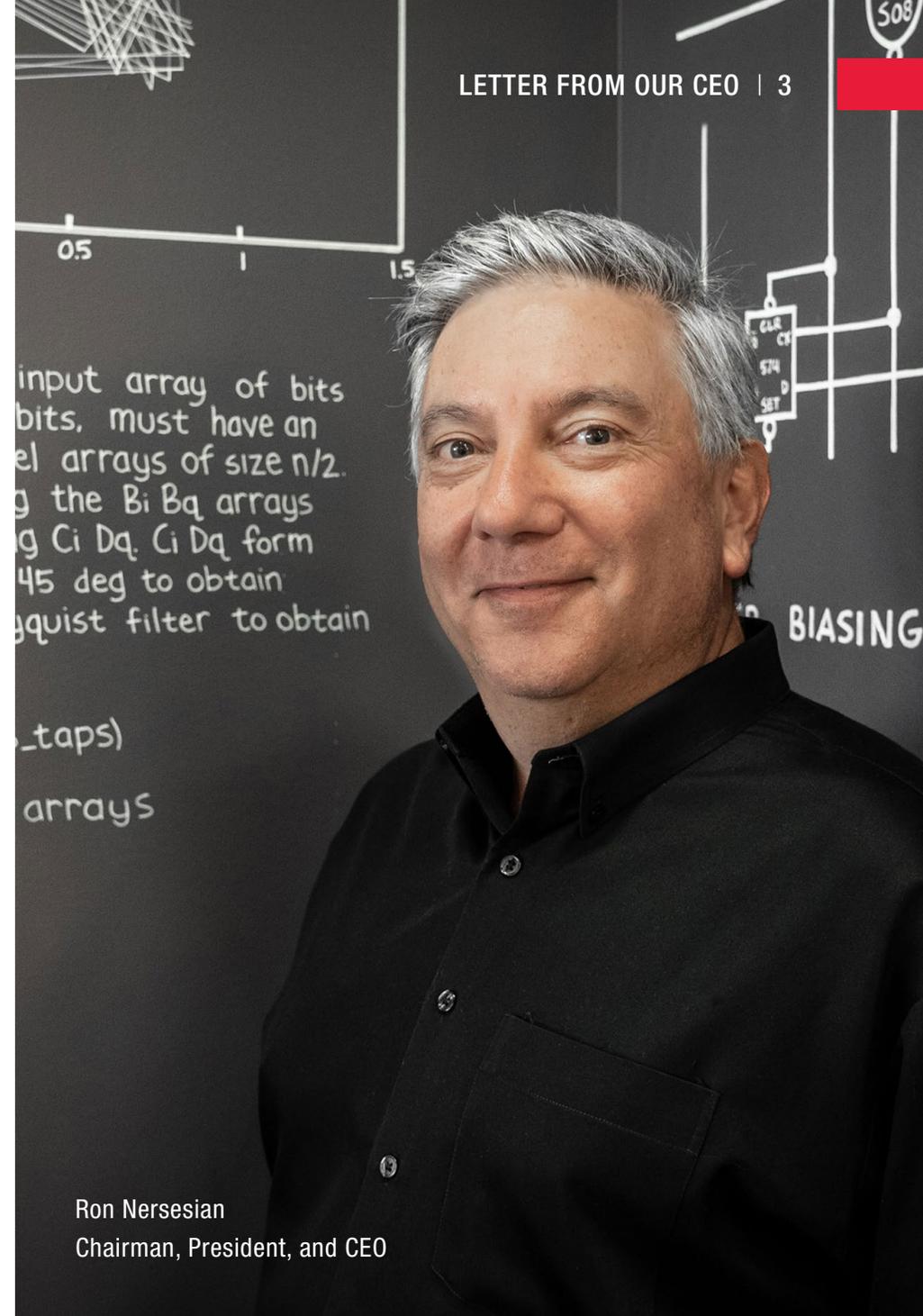
Environmental Sustainability | Social Impact | Ethical Governance

LETTER FROM OUR CEO

Reflecting on 2020, the level of business and global disruption doesn't compare to anything I've witnessed in my 38+ year career. At Keysight, we navigated the COVID-19 pandemic, wildfires, power shutoffs, and political unrest. Despite all of this, we demonstrated the strength of our Keysight Leadership Model operating framework and differentiated culture, both of which have corporate social responsibility (CSR) as a core component. I am incredibly proud of how the Keysight team responded in 2020, remained resilient, and focused on our customers.

Keysight's business continuity planning and prior experience with externally-originating crises prepared us to meet the challenges of 2020, while supporting local communities and maintaining our vision of building a better planet through CSR. We outlined three priorities to guide our COVID-19 response. Our number one priority was, and remains, keeping employees and their families safe and healthy. 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, and closed many locations temporarily. As we reopened sites to support essential critical infrastructure, we implemented robust health and safety protocols to protect those working on site.

Our second priority was to ensure Keysight remained strong for our stakeholders over the long-term. We quickly launched an innovation program that provided complimentary software trials to customers working from home, helping them stay productive.



Ron Nersesian
Chairman, President, and CEO

We kept our workforce employed, and preserved full pay for employees below the senior vice president level. We also paid employees who could not work during the closure of our sites. We prioritized maintaining continuity for our customers who themselves kept working on their technological breakthroughs. These efforts resulted in strong, full-year fiscal 2020 financial performance.

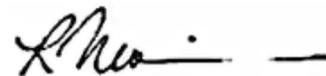
Our third priority was maintaining support for local communities. Through the Keysight Foundation, we donated over \$1M to organizations worldwide to help fight the pandemic and racial injustice. We also increased the company match of employee contributions for 2020 to encourage continued support of non-profits. In addition, Keysight donated personal protective equipment to frontline healthcare workers.

Through the challenges of 2020 we made progress on our CSR objectives, achieving many of our key impact goals, which concluded in fiscal year 2020. I am proud to share that Keysight exceeded commitments to strengthen communities, engage next-generation technologists, increase water conservation, and ensure ethical operations and governance worldwide. Energy conservation fell slightly short of the target goal of 8% due in part to our decision to reprioritize resources to focus on COVID-19 related employee safety and well-being, as well as the implementation of site safety protocols.

As we look forward, we expect COVID-19 and its lasting effects, as well as other challenges, to persist for at least some time. Regardless, Keysight remains steadfast in our commitment to CSR and building a better planet. In fiscal year 2021, Keysight is planning to set new science-based targets to further our efforts and is committed to achieving net zero emissions in company operations by 2040, in line with the Paris Agreement's preferred goal to limit global warming to 1.5°C.

In addition, Keysight will continue to enable purposeful innovations in clean technology, wellness, safety, and security through our products, solutions and services. At the start of our fiscal year 2020, we made enhancing our inclusive and diverse culture a companywide priority and have implemented a multi-year strategy. Through the remainder of the pandemic, we will continue to support our employees and local communities.

As we look forward to making further progress and doing our part to build a better planet, I encourage you to read through this report to learn more about accomplishments to date and next steps.



Ron Nersesian
Chairman, President, and CEO
Keysight Technologies

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STATE OF THE BUSINESS

Keysight is at the heart of the digital revolution, delivering breakthrough solutions and trusted insight in electronic design, test, manufacture, and optimization. We help customers accelerate the innovations that connect and secure the world across the communications ecosystem, aerospace and defense, automotive, energy, semiconductor, and general electronics end markets.

Our strategy continues to be one of growth and enabling customer success through industry-focused and software-centric solutions, targeted research and development investments, strategic acquisitions, and the operational discipline of our Keysight Leadership Model (KLM). Despite the challenges of COVID-19 in fiscal year 2020, Keysight delivered strong financial performance and further solidified our leadership in target markets. Orders, profitability, and cash flow reached all-time highs with revenue down 2 percent year-over-year.

With Corporate Social Responsibility (CSR) as a core element of our KLM, we employ sustainable practices throughout our product lifecycle, ensure our products and operations maximize the value of limited environmental resources while enabling innovations for a sustainable future, and seek to positively impact the communities in which we operate.

We are pleased to have external recognitions validate our efforts and impact as well. In fiscal year 2020, Keysight was named to Barron's 100 Most Sustainable Companies in America, recognized as an Industry Leader in the 2021 JUST 100 Ranking of America's Most Just Companies, and was recognized in *Newsweek* and Statista Inc.'s first ranking of America's Most Responsible Companies. In addition, the company reached ISS ESG Corporate ESG Performance Prime designation, and continued to be listed in the MSCI ESG Leaders Indexes¹, FTSE4Good Index Series², and as a North American index component of the Dow Jones Sustainability Index (DJSI).

As we look ahead, Keysight remains well-aligned with the fastest growing technology end markets – such as 5G, next-generation automotive, Internet of Things (IoT), network security, software test automation – and thus well-positioned to enable the success of our customers while expanding our leadership as markets evolve. Our financial performance and growth to date across multiple dimensions of the business are a validation of our strategy to offer customers full solutions that include software and services in addition to hardware. We will continue to focus on creating more value for our customers, shareholders, and employees. At the same time, we will move forward with a continuous improvement approach to our CSR efforts worldwide.

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² FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Keysight Technologies has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

THE YEAR LIKE NO OTHER:
CRISIS RESPONSE & BUSINESS CONTINUITY IN 2020



The magnitude of global disruption in 2020 tested the strength and adaptability of businesses and communities all over the world. As the COVID-19 pandemic spread, societal impacts from weather-related disasters, wildfires, and political unrest also took place. Keysight was not immune to these events. However, the company's corporate mission of accelerating innovation to connect and secure the world, coupled with our CSR vision to help build a better planet, exemplify how Keysight's strategic value is especially relevant during crises. Past incidents — such as the 2017 Tubbs fire near Keysight headquarters — also affirmed the company's strong business continuity approach while providing invaluable learnings for navigating 2020. As a result, Keysight's prior preparation and experience positioned the company to quickly mobilize in 2020 to continue delivering to customers and business commitments, while supporting the safety and security of employees, their families, and the broader community.



2020 WILDFIRES

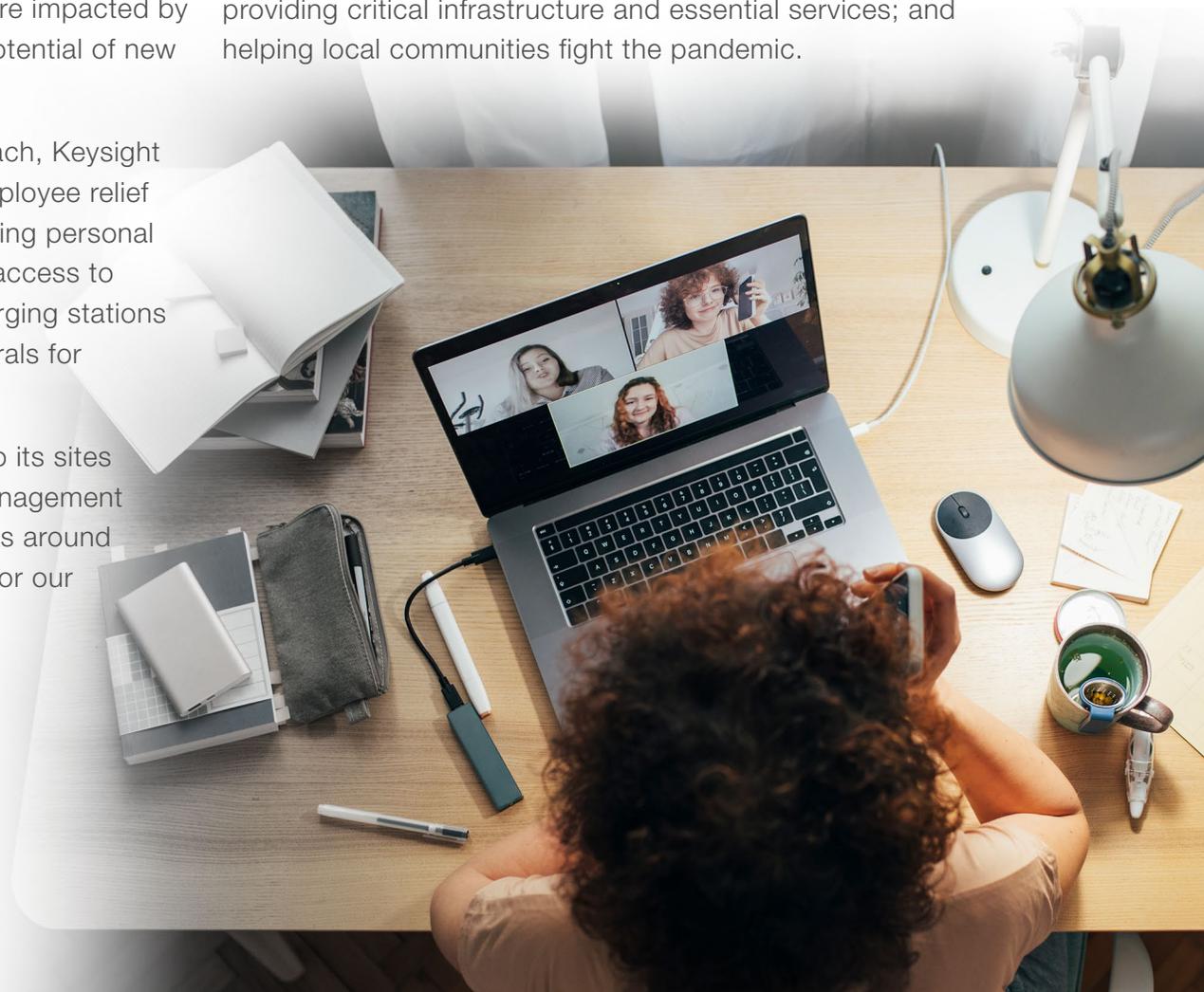
Fiscal year 2020 brought upwards of 13 wildfires close to Keysight locations. This resulted in impacts to multiple Keysight communities in the U.S. including some employees evacuating their homes and multiple days of poor air quality. In addition, some Keysight California offices and employee homes were impacted by planned power outages intended to minimize the potential of new fires during high wind and dry conditions.

Following the company's crisis management approach, Keysight supported employees and their families through employee relief centers that provided emergency supplies — including personal care items, clothing, food, and water — as well as access to mental health support services, IT connectivity, charging stations for personal devices, financial assistance, and referrals for temporary housing.

Keysight continues to mitigate wildfire risk impact to its sites through landscape maintenance and vegetation management to minimize available natural fuels, adding fire breaks around site properties, the addition of an on-site fire team for our headquarters office, and other efforts.

2020 PANDEMIC RESPONSE

Keysight began monitoring the coronavirus in early January of 2020, engaging our Global Crisis Management Team and setting response prioritization around three stakeholders: the health and safety of employees and their families; support for customers providing critical infrastructure and essential services; and helping local communities fight the pandemic.



Below exemplify our 2020 efforts.

Employees & Their Families

- Ahead of government regulations and requirements, halted domestic and international travel, asked employees to work from home if possible, and temporarily closed many locations
- During site closures, continued to pay employees and contractors regardless of work location, and implemented a regular employee communications cadence
- When closures lifted, implemented rigorous safety procedures and protocols, including free personal protective equipment, for employees working at manufacturing and service sites to support essential customers
- Preserved full pay for employees, while senior vice presidents took a temporary 50% and CEO 100% base pay cut to keep the company strong and protect jobs
- No employees were laid-off due to COVID-19

Customers

- When closures lifted, ramped production capability at key sites to support essential infrastructure and key customers, such as medical equipment providers
- Implemented strict safety, health, and sanitation protocols for hardware support services
- Provided complimentary software trials to customers working from home, helping them stay productive
- Engaged with customers as part of their supply chain to ensure alignment to required customer pandemic protocols
- Closely monitored supply chain to align to pandemic protocols
- Shifted to virtual demonstrations, events, and services for our solutions

Communities

- Donated personal protective equipment and janitorial supplies to charitable relief, healthcare, and emergency responder organizations around the world
- Made over \$1 million in contributions to nonprofits
- Increased total amount of company match for employee donations, as well as individual cap for company match
- Initiated engagements with online mentorship programs and university relations to continue support for science, technology, engineering and math (STEM) education in lieu of in-person volunteer engagements

Looking forward, Keysight continues to actively monitor the COVID-19 situation as it evolves and will take additional steps as necessary to protect employees, customers, shareholders, and local communities throughout the dynamic and ongoing impact of this pandemic.



CSR VISION AND STRATEGY

CSR VISION

KEYSIGHT'S CSR VISION IS TO BUILD A BETTER PLANET BY:

Accelerating innovation to connect and secure the world



Through our hardware, software, and service solutions

Employing a global business framework of ethical, environmentally sustainable, and socially responsible operations



Through a comprehensive corporate social responsibility program



CSR STRATEGY

To achieve our vision, Keysight's business and CSR efforts are synergistic — positively impacting the global community through our solutions and services, as well as our CSR program.



Ensure the planet *and* company thrive

by mapping efforts to business commitments and measuring progress through a set of key impact goals across environmental, social and governance topics



Engage company values and Keysight stakeholders

to align efforts across and deep within the company while meeting stakeholder expectations



Utilize a governance structure with defined scope and management system

to drive continuous improvement and accountability

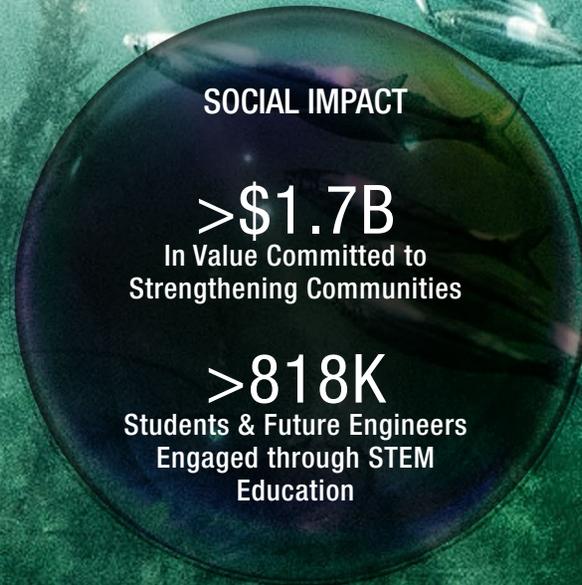
BASED ON A FOUNDATIONAL FRAMEWORK OF CSR PILLARS

providing an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit

Ensuring the Planet *and* Company Thrive

KEY IMPACT GOAL RESULTS

With this CSR Report, Keysight closes its first set of key impact goals, measuring progress toward the company's CSR vision and representing efforts spanning the company's fiscal years 2015 through 2020. These goals strived to support environmental sustainability and strengthen global communities through positive social impact, while employing ethical business governance and operational practices worldwide.



*Per fiscal year 2015 baseline

Environmental Sustainability Key Impact Goal Results

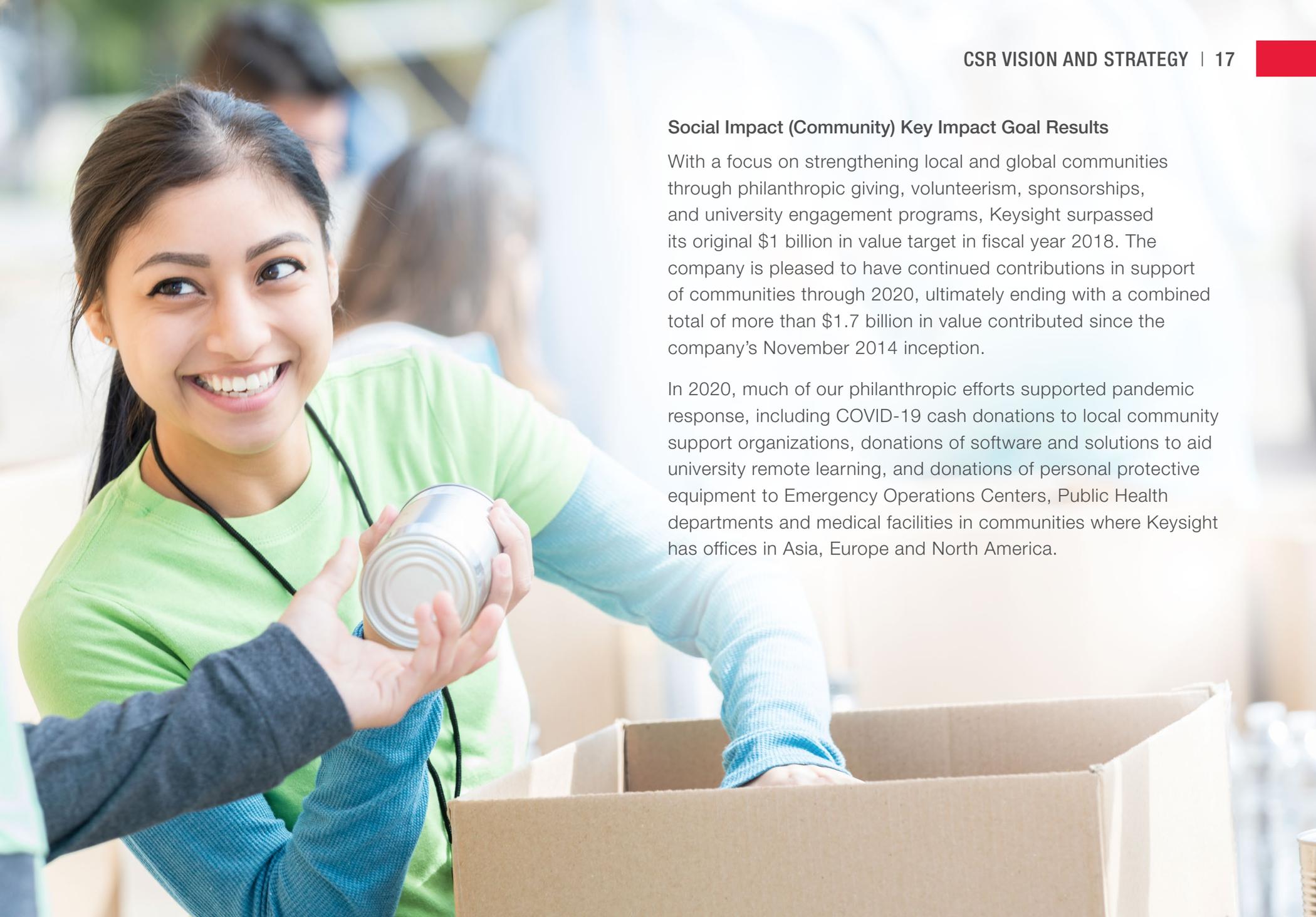
Keysight's environmental goals focused on the company's operations in support of water and energy conservation, and targeted cost avoidance, using the company's first operational year (fiscal year 2015) as a baseline. We are pleased to report that, after surpassing the original 10% water conservation goal in fiscal year 2017, continued benefits from implemented actions enabled the company to end 2020 with nearly 19% water conservation. Results for energy conservation and cost avoidance fell short of targeted goals due to planned related efforts in 2020 being curtailed by the reprioritization of resources to focus on COVID-19 related employee safety and well-being, and the implementation of site safety protocols. As a result, the company ended fiscal year 2020 at 8% energy conservation, short of the company's original 10% goal target. In addition, our final cost avoidance result ended fiscal year 2020 at \$1.5 million, which is under the original \$2 million goal.

While some goals were not met in this area, the results exemplify the continuous improvement of our environmental programs along with a balance of resources in support of employee and business resilience throughout the challenges of 2020.

Social Impact (Community) Key Impact Goal Results

With a focus on strengthening local and global communities through philanthropic giving, volunteerism, sponsorships, and university engagement programs, Keysight surpassed its original \$1 billion in value target in fiscal year 2018. The company is pleased to have continued contributions in support of communities through 2020, ultimately ending with a combined total of more than \$1.7 billion in value contributed since the company's November 2014 inception.

In 2020, much of our philanthropic efforts supported pandemic response, including COVID-19 cash donations to local community support organizations, donations of software and solutions to aid university remote learning, and donations of personal protective equipment to Emergency Operations Centers, Public Health departments and medical facilities in communities where Keysight has offices in Asia, Europe and North America.



Social Impact (Education) Key Impact Goal Results

Nurturing future engineers, this goal collectively included all students Keysight and employee volunteers engaged in support of STEM education across primary, secondary and university-levels. Having surpassed the original goal of 670,000 at the end of fiscal year 2019, Keysight continued STEM education efforts throughout fiscal year 2020, resulting in more than 818,000 students having been engaged since the start of fiscal year 2015.

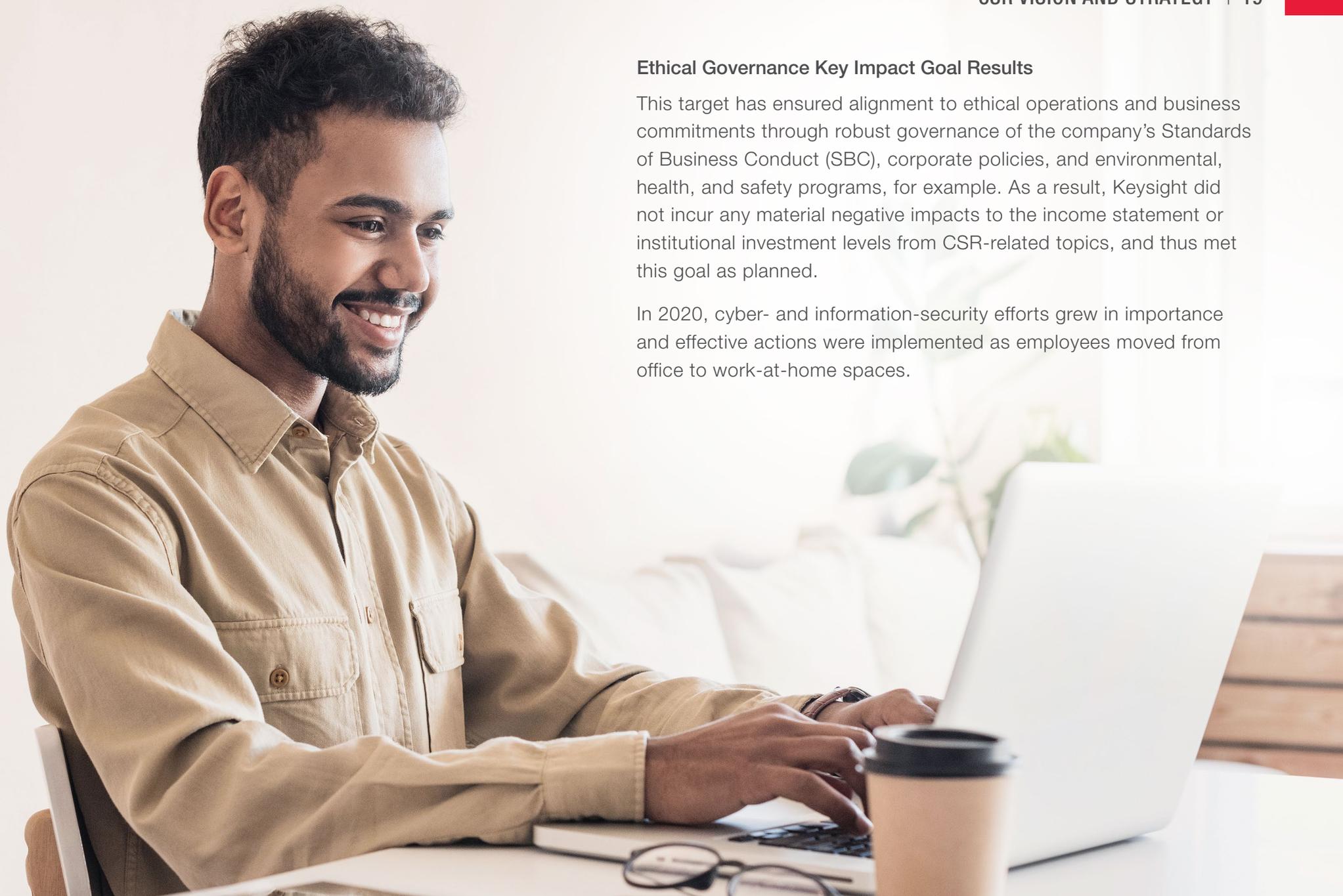
Efforts in 2020 focused on engaging students remotely with online mentoring and learning opportunities, as well as new partnerships with organizations that focus on STEM education for under-represented minorities and girls.



Ethical Governance Key Impact Goal Results

This target has ensured alignment to ethical operations and business commitments through robust governance of the company's Standards of Business Conduct (SBC), corporate policies, and environmental, health, and safety programs, for example. As a result, Keysight did not incur any material negative impacts to the income statement or institutional investment levels from CSR-related topics, and thus met this goal as planned.

In 2020, cyber- and information-security efforts grew in importance and effective actions were implemented as employees moved from office to work-at-home spaces.



FORWARD LOOKING KEY IMPACT GOALS

Having closed the end-fiscal year 2020 CSR key impact goals, Keysight is excited to present our next targeted measures across environmental sustainability, social impact and ethical governance. Goals have been identified to align with short-, mid-, and long-term efforts as noted.

**Environment, Social, and Governance
Fiscal Year (FY) 2021 Goals**

\$250M

In Value Committed to
Strengthening Communities
By End FY21

75K

Students & Future Engineers
Engaged through STEM Education
By End FY21

35%

Global New Hires
are Women
By End FY21

45%

U.S. New Hires are
Underrepresented Minorities³
By End FY21

ZERO

Material Negative Impacts to
The Income Statement or to
Institutional Investment Levels
from CSR-related Topics
Annually

NET ZERO

Emissions in
Company Operations
By End FY40

³ California Assembly Bill 979 defines underrepresented minority as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska native, or as gay, lesbian, bisexual, or transgender.



ENVIRONMENTAL SUSTAINABILITY		SOCIAL IMPACT			ETHICAL GOVERNANCE	
<p>Net Zero Emissions in Company Operations By End FY40</p>		<p>\$250 Million In value committed to strengthening communities By End FY21</p>	<p>75,000 Students & future engineers engaged through STEM education By End FY21</p>	<p>35% Global new hires are women By End FY21</p>	<p>45% U.S. New Hires are Underrepresented Minorities By End FY21</p>	<p>Zero Material negative impacts to the income statement or to institutional investment levels from CSR-related topics Annually</p>
<p>55% Renewable Energy By End FY30</p>	<p>10% Energy Reduction (per FY19 baseline) By End FY30</p>	<p>Community Keysight will continue to strive toward strengthening local and global communities in which we do business through efforts in philanthropic giving, employee volunteerism, community sponsorships, donations and discounts of Keysight solutions to universities, and university research and engagement programs.</p>	<p>Education Keysight will continue nurturing future engineers by engaging primary, secondary, and university-level students in STEM education via efforts such as Keysight After School, community education events, and access to donated and discounted Keysight solutions at universities. In addition, targeted education programs focused on under-represented minorities and females will support a diverse and skilled future workforce.</p>	<p>Diversity Keysight will drive the diversity key impact goals through various Diversity & Inclusion programs, global talent acquisition and Internship program.</p>	<p>Governance This target will continue to ensure alignment to ethical operations and business commitments through robust governance of the company's Standards of Business Conduct (SBC), corporate policies, and environmental, health, and safety programs, for example.</p>	
<p>100% Renewable Energy By End FY40</p>	<p>20% Energy Reduction (per FY19 baseline) By End FY40</p>					
<p>Net Zero Emissions Keysight will achieve net zero emissions in company operations by end fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C. We will accomplish this through energy efficiency, investment in renewable energy options and selective purchase of certified offsets to neutralize any residual emissions.</p>						
<p>These goals, and related efforts, support four target United Nations Sustainable Development Goals (UN SDGs)⁴</p>						
						

⁴ 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.

SUPPORTING BUSINESS COMMITMENTS

In addition to the key impact goals, our CSR program areas are mapped to the company's business commitments. This ensures that the program enables Keysight to continue delivering solutions and services that support a more connected and secure world. To this end, our CSR program supports the company's objectives in the following areas:

Revenue Growth Targets

Consistent CSR programs and global policies, as well as a diversity in workforce perspectives, enable faster acquisition integration and new market entry, employee and future workforce development, and innovative product research approaches.

Profitability

Using natural resources efficiently and taking advantage of a diversity in operational perspectives helps the company implement efforts that reduce operating expenses and support cost avoidance programs.

Shareholder Value

Mitigating risk and ensuring no material negative impact to the income statement or institutional investments from CSR-related topics is supported through operational excellence and maintaining – or improving – environmental, social, and governance (ESG) investment ratings.



Engaging Company Values & Stakeholders

KEYSIGHT LEADERSHIP MODEL

To deliver on key impact goals and business commitments, CSR efforts are directly linked to corporate values and stakeholder requirements — which ensures the program is aligned with the company’s culture and supported across, and deep within, the organization with every employee having a part to play.

As such, social responsibility is a critical component of our Keysight Leadership Model (KLM) pictured here — the company’s enabler to continuously deliver greater value to key stakeholders. KLM continues to be the philosophy that permeates every aspect of our operations to drive innovation, speed, and excellence in execution. The CSR program heavily utilizes the principles of KLM in all program aspects and stakeholder engagements.



KEY STAKEHOLDERS

Customers

Keysight customers are at the center of everything we do. Customers — and through sourcing flow-down, our suppliers — are leaders in technology. They are the visionaries and innovators who have achieved breakthroughs that connect and secure the world. As such, Keysight's CSR program strives to help them meet their own CSR and business goals through partnership with the company and use of Keysight solutions.

Shareholders

CSR supports value creation to attract and reward shareholders through operational transparency, business resilience and lowering costs with sustainable operational practices, all while building Keysight's reputation as a solid, socially responsible brand.

Employees

Keysight attracts, develops, and retains an inclusive and diverse, high-performance workforce with shared values through a positive work environment that helps employees, and communities, thrive.



MATERIAL CSR ASPECTS

Our CSR strategy is driven by aspects identified as important, or material, by key stakeholders. Utilizing our KLM, we regularly engage stakeholders and completed a materiality refresh at the close of fiscal year 2020. As part of this most recent materiality refresh, Keysight contracted a third-party specialist to analyze CSR aspects important to our key stakeholders through:

- Peer analyses of similar companies to understand where Keysight stands globally in its CSR efforts.
- Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, and product innovation and quality.
- External stakeholder interviews representing customers, investors, industry associations, and non-governmental organizations to identify common themes in priorities and potential performance improvement trends in corporate citizenship.

A cross-functional Keysight team reviewed and finalized the list of updated material CSR aspects. Many previous aspects remain material, while three additional aspects have been added per stakeholder input, including:

- **Net Zero Emissions** — A direct result of the growing need to combat climate change, this aspect was highlighted in support of both global environmental sustainability and operational efficiency.
- **Employee Health, Safety, and Wellness** — While always a critical aspect of Keysight's operational management, the effects of COVID-19 and emergence of human capital management influence on business operations significantly increased external stakeholder expectations in this area.
- **Purposeful Technology** — Socio-economic and global environmental sustainability challenges have increased the importance of Keysight's mission to help connect and secure the world, as well as the role of the company's solutions in enabling the e-mobility ecosystem.

Between formal CSR materiality assessments, Keysight will continue to regularly engage stakeholders as defined in our KLM. This will ensure the company maintains alignment between CSR efforts and stakeholder expectations short- and mid-term. Such ongoing stakeholder engagement is accomplished through consultation, surveys, ad hoc feedback and reviews.

MATERIAL TOPIC	DESCRIPTION	EXAMPLE RELATED PROGRAMS, POLICES, AND PROCEDURES
Business Resilience	Mitigating, managing, and responding to risks — climate, man-made disasters, and other business shocks — while minimizing business disruption and assisting in disaster and response efforts.	<ul style="list-style-type: none"> • Crisis Management and Business Continuity systems detailed in Crisis Management: Keysight's Business Continuity and Response to COVID-19 • ISO 14001:2015 certified company-wide Environmental, Health, and Safety Management System (EHSMS) • 4.3 megawatts of fuel cells manufactured by Bloom Energy installed in Santa Rosa, CA for uninterrupted power supply to critical processes
Circular Economy	Integration of sustainability considerations into product design and lifecycle to mitigate environmental impact and improve durability.	<ul style="list-style-type: none"> • Keysight Circular Economy Contributions • Keysight Services provide calibration and repair to extend the active life of equipment • Technology Refresh Services extend and upgrade equipment longevity • Remarketing Solutions business provides recovery, repurposing of older instruments • Product Take-Back program provides safe instrumentation disposal and recycling • Product Lifecycle Management system includes design for reliability, serviceability, and long life
Data Privacy & Security	Protecting and respecting the privacy rights of users through approaches to service provision and product functionality that employ strong protections during the capture, storage and transfer of personal information.	<ul style="list-style-type: none"> • Borderless Information Security Program • Regular information security awareness and anti-phishing campaigns • ISO 27001 certified for management of internal IT support, US Tier III data center, and client data cloud services
Diversity, Equity & Inclusion	Ensuring a workplace where all employees are treated fairly and without discrimination, where a wide range of nationalities and cultures are represented, and where there are equal professional opportunities and benefits.	<ul style="list-style-type: none"> • Formal Diversity & Inclusion Program • Multiple women's and minority networking groups • Anti-harassment policy and training • Inclusive Leadership Training
Employee Health, Safety, and Wellness	Managing and mitigating the risk of injury to employees and improving their health and wellness.	<ul style="list-style-type: none"> • Employee Well Being and workplace accessibility and accommodations • Emergency planning and preparation • Human rights and labor programs, policies, and procedures
Ethical Business Practices	Policies, approaches, and initiatives to ensure zero corruption, extortion, bribery or other illegal practices within business operations.	<ul style="list-style-type: none"> • Standards of Business Conduct with annual training refresh for all employees • Due diligence and compliance certification required for third party sales partners • Compliance Hotline for confidentially and anonymous reporting of suspected ethical violations • Global Anti-Corruption Policy

MATERIAL TOPIC	DESCRIPTION	EXAMPLE RELATED PROGRAMS, POLICES, AND PROCEDURES
<p>Local Community</p>	<p>Managing the negative and positive environmental and socio-economic impacts from company operations on, and engagement with, communities.</p>	<ul style="list-style-type: none"> • Keysight Supports the UN SDGs • Culture of philanthropy and volunteerism through company matches, four hours paid time off per month for employee volunteerism • STEM education sponsorships and volunteer efforts
<p>Materials Sourcing</p>	<p>Policies, efforts and compliance with regulations that mitigate negative social and environmental impacts associated with the sourcing and extraction of raw materials.</p>	<ul style="list-style-type: none"> • General Specification for the Environment (GSE) sets restrictions for hazardous substances in materials and components used in our products • Conflict Minerals Statement • Counterfeit Parts Prevention Program
<p>Net Zero Emissions</p>	<p>Mitigating the impact of greenhouse gas emissions from business operations in support of a more environmentally sustainable future.</p>	<ul style="list-style-type: none"> • Greenhouse gas reduction programs • Investment in renewable energy • Focus on energy efficiency
<p>Purposeful Technology</p>	<p>Enabling solutions and services that support development of infrastructure, products, services, and technologies that have socially or environmentally beneficial applications, such as extending high-quality access to communications and clean technologies.</p>	<ul style="list-style-type: none"> • Keysight solutions for automotive, energy, network, communications and IoT empower the clean tech revolution • Keysight solutions test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications • Keysight solutions test performance, validate security, and monitor deployments of networks, devices, and artificial intelligence technologies in support of global safety and security
<p>Supply Chain Labor Standards</p>	<p>Policies and processes to manage labor issues in the supply chain.</p>	<ul style="list-style-type: none"> • Supplier Code of Conduct • Supplier diversity reporting • Audits and training of suppliers on expectations
<p>Talent Acquisition, Retention, and Development</p>	<p>The recruitment and retention of employees with relevant skills, and the investment in and development of a talent pool of potential future employees.</p>	<ul style="list-style-type: none"> • Employee equity building programs • Keysight employee learning and leadership development resources, training, and educational assistance • Keysight Value Creation employee development plans

Utilizing CSR Governance Structure, Defined Scope, and Management System

GOVERNANCE TEAM

Keysight's CSR program is managed by a cross-functional governance team responsible for making progress towards the company's corporate citizenship vision and meeting stakeholder expectations by identifying program elements and driving accountabilities company-wide.



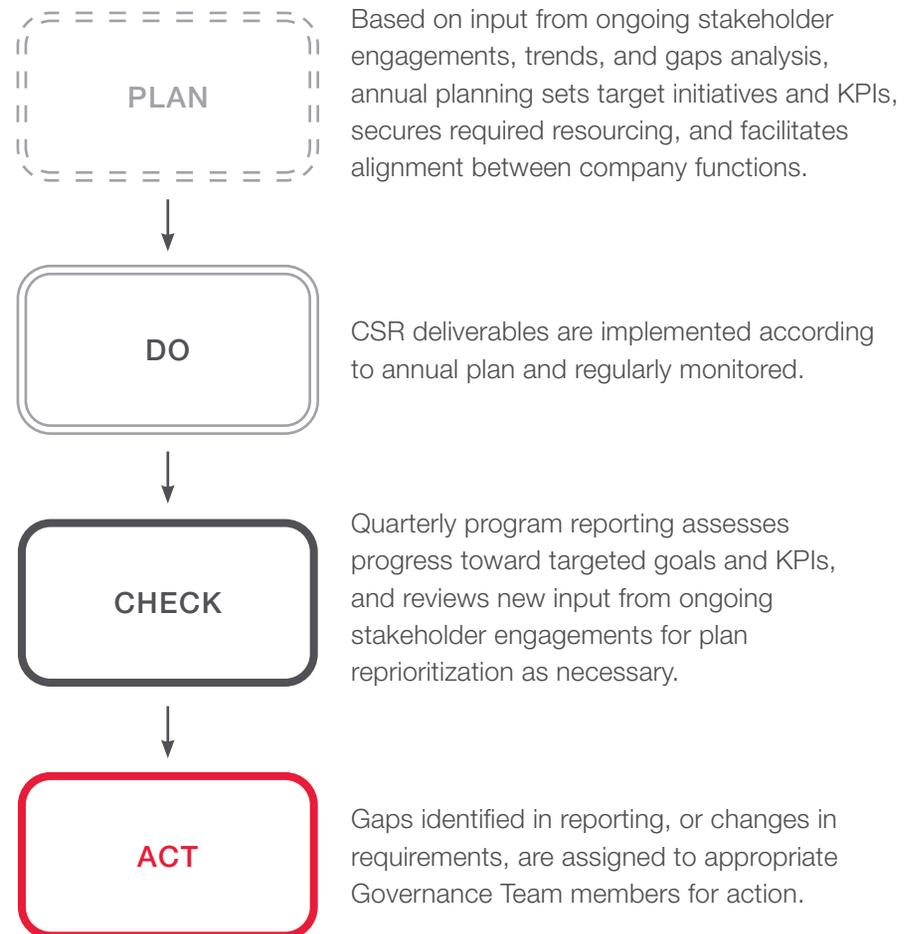
<p>EXECUTIVE STEERING COMMITTEE</p>	<p>Executive sponsor - senior vice president, corporate services</p> <ul style="list-style-type: none"> • Ultimately responsible for success of CSR program • Provides guidance, secures resources, and organization linkages • Champions program, final decision maker <p>Steering committee</p> <p>Company senior leaders from human resources, global procurement, investor relations, corporate counsel, field sales, corporate marketing, information security, environmental sustainability, and employee health, security and safety.</p> <ul style="list-style-type: none"> • Assists in resolving strategy issues and policy decisions • Provides alignment, control, and resourcing to implement strategies • Champions program throughout function and company-wide
<p>CORE CSR TEAM</p>	<p>CSR director & program management team</p> <p>Manages program through Governance Team, represents Keysight in broader CSR community and across functions</p> <p>Functional leads</p> <p>Representatives from following functions responsible for development, governance, and oversight of the CSR program</p> <ul style="list-style-type: none"> • Corporate Communications & Community Affairs • Legal • Sustainability, Security & Safety • Product Environment & Regulation Compliance • Global Procurement • Finance & Tax • Global Trade & Logistics • Human Resources • Investor Relations • Sales/Support/Customer Compliance <p>Pillar leads - Select Functional Leads also act as primary representatives and Key Performance Indicator (KPI) reporting owner for each pillar</p>
<p>EXTENDED CSR TEAM</p>	<p>Extended team members:</p> <p>Individuals across the company identified by core team members to complete assigned tasks in support of program deliverables</p>

CSR DELIVERABLES SCOPE

- **Program Management** – Materials such as documentation, tools, and program reporting ensure strategic alignment to business commitments and tracking of KPIs.
- **Targeted External Reporting** – Reporting is focused in environmental, social, and governance disclosures to meet the needs of investors, investment rating organizations, customers and other stakeholder data requirements.
- **Annual Initiatives** – Specific efforts identified and implemented each year to ensure progress toward key impact goals and performance indicators, close identified gaps, and address emerging trends.
- **Communications and Outreach** – Focused on increasing visibility of the company’s CSR efforts and actions, both within and outside the company, in support of stakeholder needs and brand reputation.

CSR MANAGEMENT SYSTEM

Keysight’s CSR Governance Team follows a standard management system process to effectively govern the program elements and set accountability.



Foundational Framework of CSR Pillars

The foundation of Keysight's CSR program is structured across six pillars. These foundational pillars – each with supporting policies, programs, action plans, and accountability – provide a structure to which all CSR efforts are aligned and measured for company and global community benefit.

Ethical Governance – Keysight is committed to conducting business in an ethically responsible manner, with strategic and operational policies, procedures, and values that support transparency, sustainability, and legal compliance; this commitment underpins all our foundational pillars.

The Environment – Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve these goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations.

Responsible Sourcing – Keysight has strong partnerships with strategic suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology, and business operations.

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

Communities – Keysight contributes to the communities where the company operates, participating in local and global volunteer efforts, and supporting numerous charitable and educational organizations.

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

MATERIAL ASPECTS ALIGNED TO FOUNDATIONAL PILLARS

As material CSR aspects adapt to stakeholder expectations and emerging trends, Keysight ensures continued focus and accountability on matters of importance by aligning those aspects to our foundational pillars. The below table identifies where related program efforts provide significant support to Keysight’s material CSR aspects as defined earlier in this report.

	ETHICAL GOVERNANCE	THE ENVIRONMENT	RESPONSIBLE SOURCING	OUR PEOPLE	COMMUNITIES	OUR SOLUTIONS
Business Resilience	•	•	•	•	•	•
Circular Economy	•	•				•
Data Privacy & Security	•			•		•
Diversity, Equity & Inclusion	•			•	•	
Employee Health, Safety, and Wellness	•			•		
Ethical Business Practices	•		•	•	•	•
Local Community	•	•		•	•	
Materials Sourcing	•	•	•			•
Net Zero Emissions	•	•			•	
Purposeful Technology	•	•				•
Supply Chain Labor Standards	•		•			
Talent Acquisition, Retention, and Development	•			•	•	



ETHICAL GOVERNANCE

ETHICAL GOVERNANCE

Key Fiscal Year 2020 Highlights

Sixth consecutive year achieving 100% completion of annual SBC training

Published **Keysight Security** document to provide transparency on corporate policies

Introduced new and improved Keysight **Compliance Hotline** and initiated development of Keysight's Ethics Management System

Keysight's commitment to conducting business with uncompromising integrity is not only expected by our stakeholders, but it is simply the right thing to do. The company's leadership team is responsible for ensuring ethics remain at the core of our operations, and all employees are expected to uphold these values in their daily work. Keysight's policies and procedures are designed to provide transparency, ensure accountability, and maintain business sustainability while meeting compliance requirements.



KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
Operational Excellence and Corporate Governance – Corporate-wide policies, programs, and management systems	<ul style="list-style-type: none"> • Documented Crisis Management: Keysight’s Business Continuity and Response to COVID-19 • Introduced new and improved Keysight Compliance Hotline, with an improved user interface, and an upgraded look and feel, providing all employees and stakeholders a state-of-the-art means of raising ethical or compliance issues confidentially and anonymously • Initiated development of ethics management system designed to ensure continuous improvement of Keysight’s ethics and compliance program, supporting Keysight’s commitment to transparency, sustainability, and legal compliance
Ethical Governance Policies – Guideposts in conducting business with honesty and integrity	<ul style="list-style-type: none"> • Maintained ethical governance policies including the Keysight SBC and Global Anti-Corruption Policy • All new employees received SBC training as part of onboarding and for the sixth year in a row 100% of employees completed annual SBC refresher training • Quickly evolved in-person training planned for sales employees into an effective interactive online learning program to reinforce compliance
Compliance & Risk Management – Procedures to ensure the company meets or exceeds compliance expectations and mitigates risks	<ul style="list-style-type: none"> • Zero material negative impact to the Income Statement, institutional investments or business revenues from CSR-related issues, compliance, regulatory fines or penalties⁵ • Continued conducting due diligence of business partners contracted to sell or market Keysight solutions, including written certifications of their agreement to conduct business ethically and avoid violations of applicable law • The Board of Directors regularly reviewed risks to Keysight, including climate change risk
Human Rights – Promoting human rights within the company’s sphere of influence	<ul style="list-style-type: none"> • The Board of Directors reviewed information about Keysight’s workforce culture, including the company’s diversity and inclusion initiatives and other priorities • Maintained our longstanding policies prohibiting forced or bonded labor, child labor, discrimination, and other harsh or inhumane labor practices, assuring all employees a safe and healthy work environment • Throughout the COVID-19 pandemic, Keysight has put employee health and safety as a highest priority, and has continued to guarantee minimum wages, provide various benefit options, support flexible working schedules, bolstered mental health support, as well as provided and promoted communication tools to keep employees connected and engaged
Data Security and Privacy – Policies focused on employee, customer, and supplier engagements	<ul style="list-style-type: none"> • Data security and privacy initiatives resulted in no material identified leaks, thefts or losses of customer data • Published Keysight Security Brief to provide increased transparency related to Keysight’s approach to security management, including the company’s Borderless Information Security Program • Continued information security policy awareness and education program, as well as anti-phishing campaigns and highly successful Information Security Awareness Month • Enabled security infrastructure modifications necessary to support the movement of employees from site offices to work-at-home arrangements during the COVID-19 pandemic • ISO 27001 certified for management of internal IT support, US Tier III data center, and client data cloud services

⁵ In June 2020 Keysight entered into a settlement agreement with OFAC related to a voluntary self-disclosure the company made in 2017, agreeing to pay a non-material civil penalty and to maintain certain sanctions compliance measures for at least a five-year period. 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 misconduct in the future.

Looking Forward in Ethical Governance

Keysight will continue to reinforce our commitment to ethical governance while maintaining operational excellence and navigating the COVID-19 pandemic. Regular evaluation of our SBC and monitoring of emerging issues helps ensure that our standards are appropriate to meet contemporary business challenges while adhering to our core value of uncompromising integrity.

In-process efforts include finalization of an ethics management system that will support improved business operations aligned to the company's ethical compass. In addition, the company will continue to evaluate board committee structure and oversight of CSR-related topics and adjust as appropriate to meet expectations.



An aerial photograph of a lush green forest with a winding river. A prominent red horizontal band is overlaid across the center of the image. The text 'THE ENVIRONMENT' is centered within this red band. In the top right corner, there is a small red square and the text 'THE ENVIRONMENT | 37'. In the bottom left corner, a yellow and red biplane is visible flying over the forest.

THE ENVIRONMENT

THE ENVIRONMENT

Key Fiscal Year 2020 Highlights

Investigation and planning completed to establish a new goal to achieve net zero emissions in company operations by end fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C

Published **Keysight's Environmental, Health & Safety Commitment** document to highlight our priority focus on EHS

Closed environmental key impact goals with 18.9 % water conservation and 8% energy conservation as of fiscal year end 2020 (per fiscal year 2015 baseline)

Keysight's environmental programs span global operations with the intent to conserve natural resources, reduce emissions, minimize waste, and prevent pollution. To achieve these objectives, we adopt innovative solutions for continual improvement in our operational and site management practices as well as our working relationships with suppliers and contractors.



KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Environmental Health & Safety, Security – Providing a healthy, safe work environment for all employees and set of policies for product safety and security</p>	<ul style="list-style-type: none"> Continued to employ ISO 14001:2015 certified company-wide EHSMS to drive continuous reduction of adverse environmental impacts from our operations and products, and promote a healthy work environment Maintained use of the GSE requirement to set restrictions for hazardous substances in materials and components used in our products
<p>Conservation – Natural resource conservation and greenhouse gas reduction</p>	<ul style="list-style-type: none"> As of end fiscal year 2020, and based on our fiscal year 2015 baseline, Keysight has: <ul style="list-style-type: none"> Recognized 8% in energy conservation Recognized 18.9% in water conservation Decreased operating expenses and increased resource efficiency, with a cost avoidance to date of approximately \$1.5 million Solar Sustainability program maintained the one megawatt, three-acre solar system at our headquarters facility in Santa Rosa, CA that reduces our carbon footprint, provides 5% of the site's electrical needs; in addition, there are 54 electric vehicle charging stations onsite for employee use The COVID-19 pandemic situation also provided the opportunity to reduce emission generating activities, specifically business travel and employee commuting
<p>Extended Producer Responsibility – Pollution prevention and hazardous waste minimization</p>	<ul style="list-style-type: none"> Product Take-Back program 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

Looking Forward in Environment

As we look forward, Keysight remains steadfast in our commitment to CSR and building a better planet. In fiscal year 2021, Keysight is planning to further our efforts and is committed to achieving net zero emissions in company operations by end fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C. Interim science-based targets across relevant scopes will be set to ensure progress towards goals.



A photograph of two women in a factory or industrial setting. The woman on the left is wearing a black polo shirt and has her hair in braids. The woman on the right is wearing a light blue button-down shirt and has long, curly dark hair. They are both looking at a tablet held by the woman on the right. The background shows blue industrial equipment and a water cooler. A red horizontal bar is overlaid across the middle of the image, containing the text 'RESPONSIBLE SOURCING'.

RESPONSIBLE SOURCING

RESPONSIBLE SOURCING

Key Fiscal Year 2020 Highlights

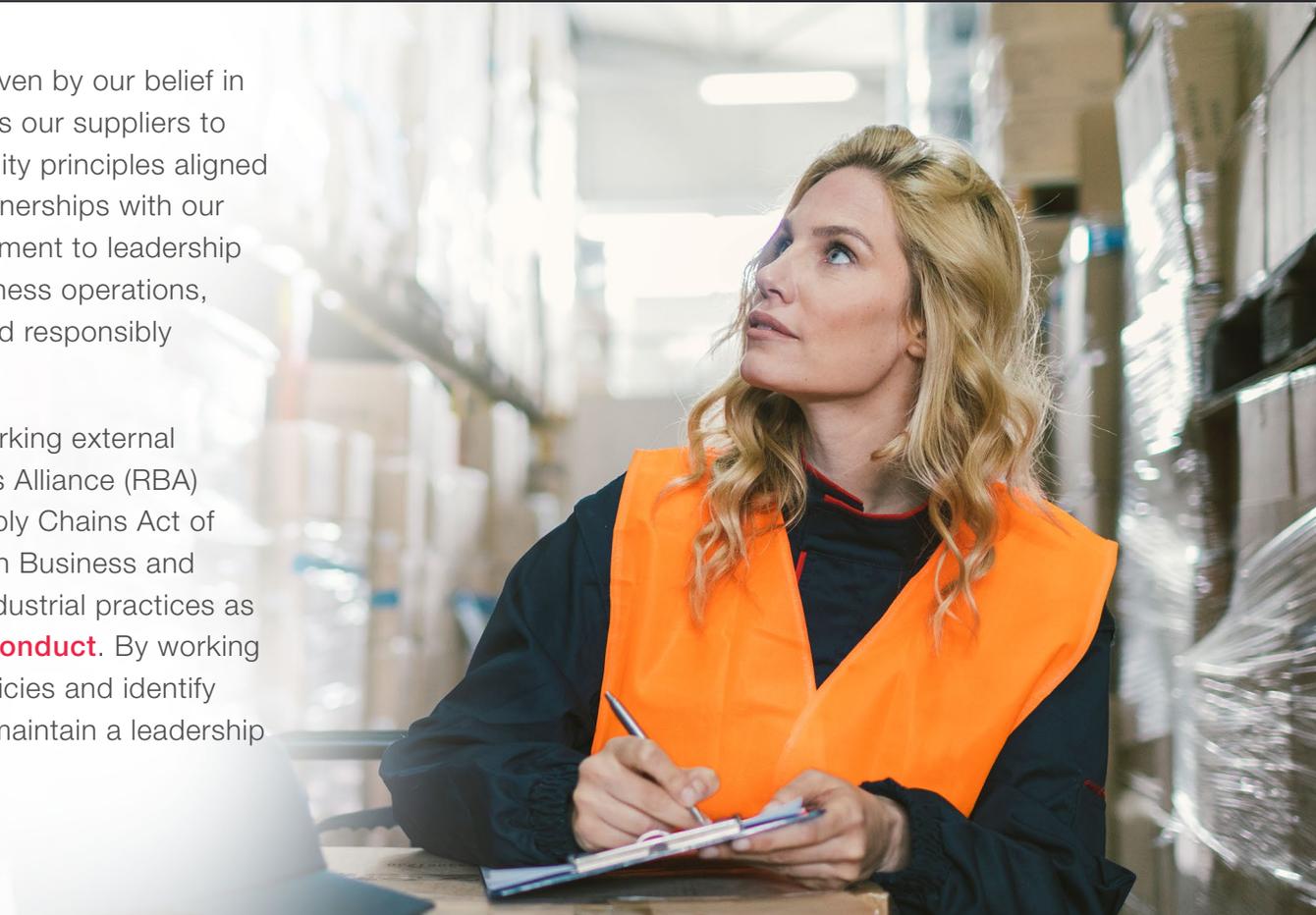
Expectation of compliance with the Supplier Code of Conduct communicated to 100% of new suppliers

100% of key suppliers completed a CSR self-assessment questionnaire

99.5% of suppliers implemented Conflict Minerals Program and Policy within their organization

Keysight's responsible sourcing program is driven by our belief in doing business the right way, and thus requires our suppliers to adhere to environmental and social responsibility principles aligned with those valued in our company. Strong partnerships with our strategic suppliers, including a shared commitment to leadership in sustainable practices, technology, and business operations, ensures our customers receive high-quality and responsibly manufactured products.

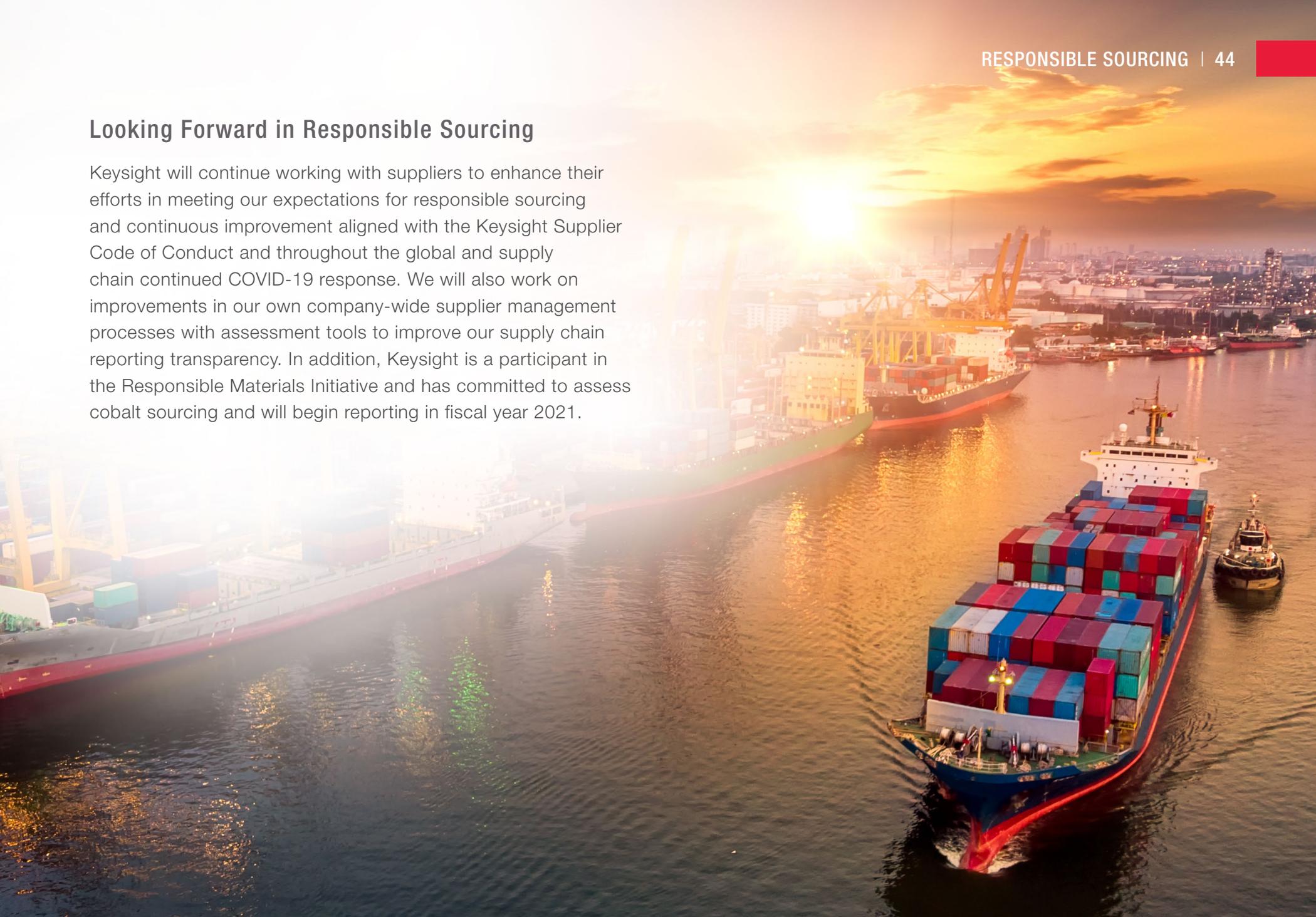
The program is developed based on benchmarking external standards, including the Responsible Business Alliance (RBA) guidelines, the California Transparency in Supply Chains Act of 2010, the United Nations Guiding Principles on Business and Human Rights, **ISO 14001:2015**, and other industrial practices as specified in the **Keysight Supplier Code of Conduct**. By working with suppliers to support our sustainability policies and identify and mitigate supply risks, Keysight is able to maintain a leadership position in sustainable business practices.



KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Supplier Code of Conduct – Guidelines for supplier engagement, inclusive of Supplier Human Rights</p>	<ul style="list-style-type: none"> • Maintained Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements • Expectation of compliance with the Supplier Code of Conduct communicated to 100% of new suppliers • 100% of key suppliers completed a CSR self-assessment questionnaire • Continued utilization of ISO-14001:2015 certification and requirement as guideposts for suppliers' environmental management system • Conducted one environmental, health, safety, and social responsibility audit of suppliers for compliance with ISO 14001 GSE – any resulting corrective actions were monitored and reviewed by Keysight's internal audit team • Assessed suppliers' cybersecurity control to identify potential cybersecurity risk in our supply chain
<p>Supplier Sustainability Program – Enables a strong partnership with suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology, and business operations</p>	<ul style="list-style-type: none"> • Regularly audited and trained suppliers on expectations for supply chain sustainability and environmental, health, and safety to: <ul style="list-style-type: none"> - Assess suppliers' performance against our code of conduct - Monitor progress on responsible sourcing material issues such as supplier human rights, conflict minerals, and supplier accountability - Identify any human rights, environmental or privacy concerns, then minimize or eliminate them - Identify and mitigate supply risk, ensuring continuity of supply chain
<p>Small Business & Supplier Diversity – A proactive business program which encourages the use of minority owned suppliers & ensure small businesses in the U.S. are provided an equal opportunity to participate as suppliers of materials and services</p>	<ul style="list-style-type: none"> • Fulfilled customer supplier diversity reporting requests • Monitored the small business certification process to ensure supply base aligns with the expectations of communities in which we operate

Looking Forward in Responsible Sourcing

Keysight will continue working with suppliers to enhance their efforts in meeting our expectations for responsible sourcing and continuous improvement aligned with the Keysight Supplier Code of Conduct and throughout the global and supply chain continued COVID-19 response. We will also work on improvements in our own company-wide supplier management processes with assessment tools to improve our supply chain reporting transparency. In addition, Keysight is a participant in the Responsible Materials Initiative and has committed to assess cobalt sourcing and will begin reporting in fiscal year 2021.



A photograph of two men shaking hands in an office. The man on the left is wearing a brown tweed jacket, a red shirt, and glasses. The man on the right is wearing a dark suit, a white shirt, a patterned tie, and glasses. They are standing in front of a white brick wall with a red horizontal band across the middle. In the background, there are shelves with binders and a whiteboard. The text "OUR PEOPLE" is overlaid on the red band in white capital letters.

OUR PEOPLE

OUR PEOPLE

Key Fiscal Year 2020 Highlights

Fiscal year 2020 global Injury/Illness rate was 0.22, maintaining best in class standard throughout the COVID-19 pandemic

Investigation and planning completed to enable new diversity key impact goals; Maintained nearly 1:1 salary ratio worldwide of women to men based on average compa-ratio

Certified as Great Place to Work for third straight year

Keysight values a diverse, inclusive work environment and sustains a culture of innovation, ownership, passion, and respect. We adhere to tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all laws pertaining to nondiscrimination and equal opportunity. These values and practices allow us to maintain a best-in-class work environment.

Employees are the driving force in carrying out our CSR vision. As such — through direction and oversight by the company's leadership team, utilizing our KLM, and supporting benefits, programs, policies, and communications — employees are given the tools for success across our CSR foundational pillars.

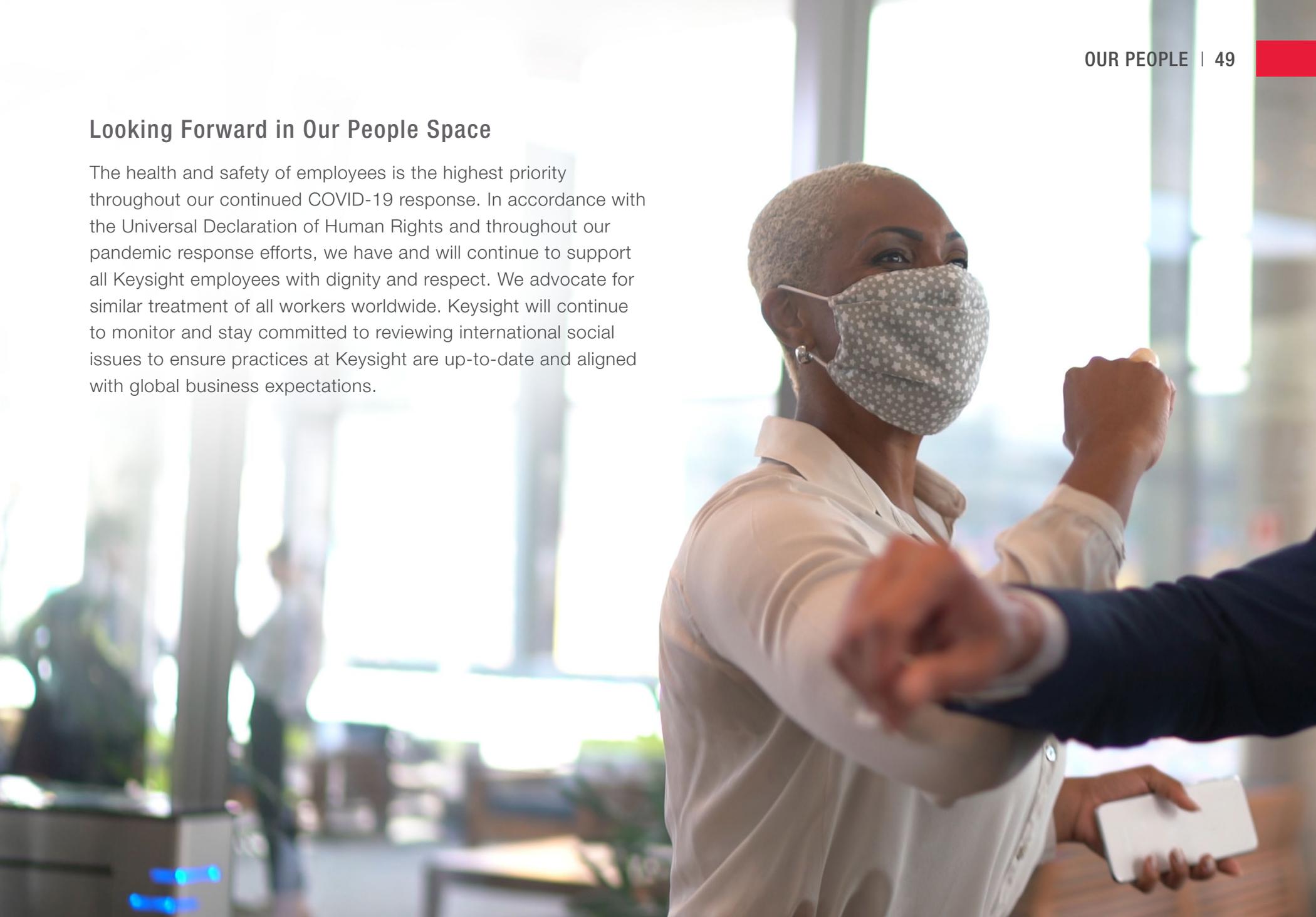


KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Labor Standards – Human rights and labor policies</p>	<ul style="list-style-type: none"> • All related human rights and labor programs, policies, practices, and procedures have continued to plan • Keysight Labor Management System (KLMS) was completed to validate the company's global, systematic approach to address the company's commitment of driving continuous improvement in human rights and labor compliance
<p>Talent and Skills Development – Tools to support employee development</p>	<ul style="list-style-type: none"> • Maintained approximately 6 percent average employee voluntary turnover rate and a global job acceptance rate of more than 90 percent over the past three years • More than 90 percent of employees completed training on the KLM to ensure alignment to the company's operational philosophy • Implemented a KLM Action Challenge that resulted in approximately 1,400 employee engagements and more than 400 story submissions detailing how employees utilized KLM in their daily work • Keysight Strategy Activation (KSA) training increased transparency and alignment with more than 50% of our employee base, over 7,000 employees, to connect their individual efforts/objectives to company strategies and results in fiscal year 2020 • 154,000 courses were completed by employees through continuous learning and virtual environment tools, supporting employee learning and growth, worldwide communication, and collaboration • Advanced Leadership Program developed 25 global, high potential, and middle managers for senior leadership roles and beyond, ensuring a global succession plan and identification for a strong leadership pipeline • Keysight Value Creation Plans – business and development objectives, with ongoing comments between manager and employee – were completed by all employees to foster growth, engagement, and optimize their skills and contributions to the company's success
<p>Employee Well-being – Benefits that support a safe and healthy employee experience</p>	<ul style="list-style-type: none"> • 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 • Fiscal year 2020 global injury/illness rate was 0.22, maintaining best in class standard throughout the COVID-19 pandemic • Continued to support a culture of philanthropy and volunteerism through company matches of employee donations to select charities of their choice, including four hours paid time off per month for employee volunteerism

KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Diversity and Inclusion – An enterprise wide ecosystem that fosters an inclusive environment to increase opportunities and innovation through a diverse workforce</p>	<ul style="list-style-type: none"> • Assigned a Senior Director of diversity and inclusion to formalize our Global Diversity and Inclusion Strategy focused on increasing female representation globally and underrepresented minorities in the U.S. • 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 • MyVoice employee engagement pulse survey program launched to solicit voluntary employee feedback with results used to enable employee productivity and engagement • Improved gender diversity in top executive leadership positions, with 17% women in executive positions in 2020, a 4% improvement since 2015 • Improved minority representation across-the-board • 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 • Harassment policy enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements • For employee development and growth, >3 new mentoring programs and >4 new employee network groups supporting diversity objectives were implemented • Maintained nearly 1:1 salary ratio worldwide of women to men based on average compa ratio
<p>Workplace Solutions – Providing employees location workspace services</p>	<ul style="list-style-type: none"> • With the health and safety of employees being the highest priority, 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 • While business travel was significantly reduced due to COVID-19, Keysight implemented safety criteria and guidance for essential business travel and customer visits to support business continuity • Keysight shifted many 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

Looking Forward in Our People Space

The health and safety of employees is the highest priority throughout our continued COVID-19 response. In accordance with the Universal Declaration of Human Rights and throughout our pandemic response efforts, we have and will continue to support all Keysight employees with dignity and respect. We advocate for similar treatment of all workers worldwide. Keysight will continue to monitor and stay committed to reviewing international social issues to ensure practices at Keysight are up-to-date and aligned with global business expectations.



A low-angle, circular composition of diverse young people looking upwards. The image is split horizontally by a red band. The top half shows the backs of heads and shoulders of several people, including a man with long brown hair and a woman with curly blonde hair. The bottom half shows the faces of a woman with long brown hair, a man with a beard, a woman with dark hair, and a man with short dark hair. The overall mood is one of unity and shared purpose.

COMMUNITIES

COMMUNITIES

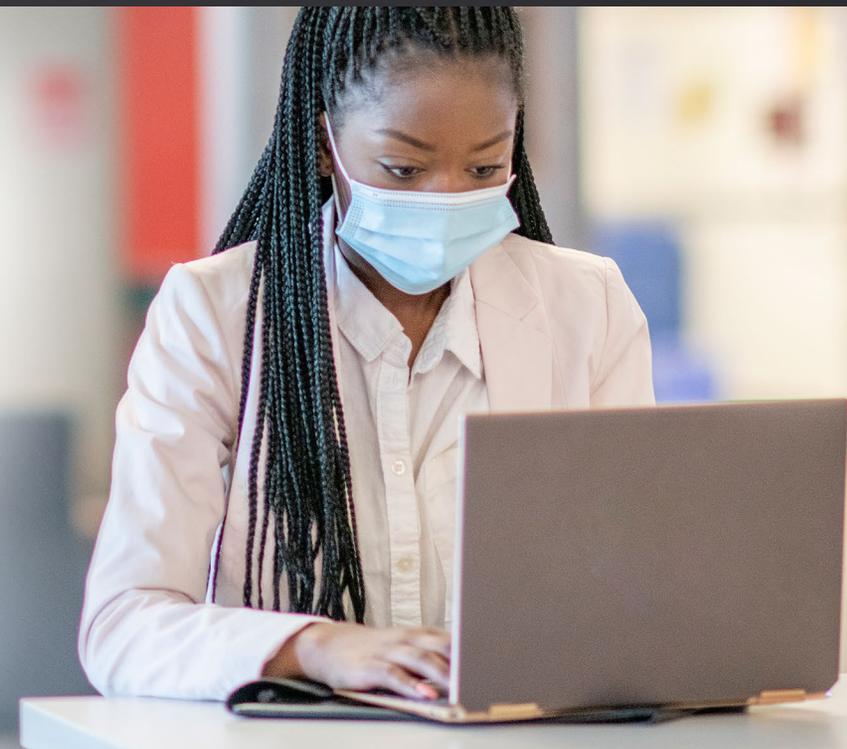
Key Fiscal Year 2020 Highlights

Surpassed key impact goal targets in 2020 by delivering >\$1.7 billion in cumulative value to strengthening communities and engaging >818,000 students and future engineers through STEM education cumulatively since fiscal year 2015

Donated >\$2.4 million worldwide through Keysight's fiscal year 2020 Global Giving Program

Enacted multiple donations of cleaning supplies and personal protection equipment to Emergency Operations Centers, Public Health departments or medical facilities in communities where we have sites in Asia, Europe and North America to support COVID-19 relief

Keysight's worldwide community programs tangibly demonstrate our values and commitment to corporate citizenship, and directly support our social impact goals. Our aim is to be a contributor to the communities where we operate and actively encourage employees to get involved in local and global volunteer efforts. The company's engagement and investment in communities are set annually at the corporate and local site levels, and are focused in the areas of STEM education, women and underrepresented minorities in technology, health and human services, and environmental conservation.



KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Philanthropy – Monetary support for community organizations and relief efforts</p>	<ul style="list-style-type: none"> • More than \$2.4 million donated to multiple organizations worldwide through employee donation matching, grants and site community sponsorships and additional several hundred thousand in employee driven donations on top of this
<p>Volunteerism & Community Engagement – Programs that offer employee engagement with local communities</p>	<ul style="list-style-type: none"> • Surpassed key impact goal target in 2020 by delivering >\$1.7 billion in cumulative value to strengthening communities since fiscal year 2015 • Maintained site-based community programs at major Keysight campuses worldwide, hosting volunteerism (primarily in virtual settings in 2020) and sponsorships according to local community needs • Maintained Employee Volunteer Program allowing four hours of paid time off monthly for volunteerism • Extended programs to new company sites joining through acquisitions to provide support for new Keysight local communities
<p>STEM Education Outreach – Supporting future engineer development from primary school through University engagement</p>	<ul style="list-style-type: none"> • Surpassed key impact goal target in 2020 by engaging >818,000 students and future engineers through STEM education cumulatively since fiscal year 2015 through: <ul style="list-style-type: none"> - Primary and secondary school engagements like Keysight After School, education events and science fair sponsorships, as well as educational partnerships targeting schools outside of local Keysight communities and in under-served areas of the U.S. - Continued high school internship program - University engagement including research grants, equipment donations, discounts, and student licenses
<p>Women & Underrepresented Minorities in Engineering & Technology – Support for the empowerment of diversity in technology</p>	<ul style="list-style-type: none"> • Company sponsored membership in SWE International organization, with local and national conference attendance support • Maintained support for multiple Women in Tech programs worldwide • Partnered with STEM organizations to support materials and education for students and teachers with a focus in female and underrepresented minority development including, but not limited to, the following: <ul style="list-style-type: none"> - Sponsorship of materials for in-school curriculum and teacher development in primarily underrepresented minority and Title 1 schools across the U.S. - Volunteer engagement in support of Black Girls Code hackathon - Sponsored Community WISE (Women Investing in STEM Equity) for a program focused on preparing young women and girls to pursue STEM education and careers

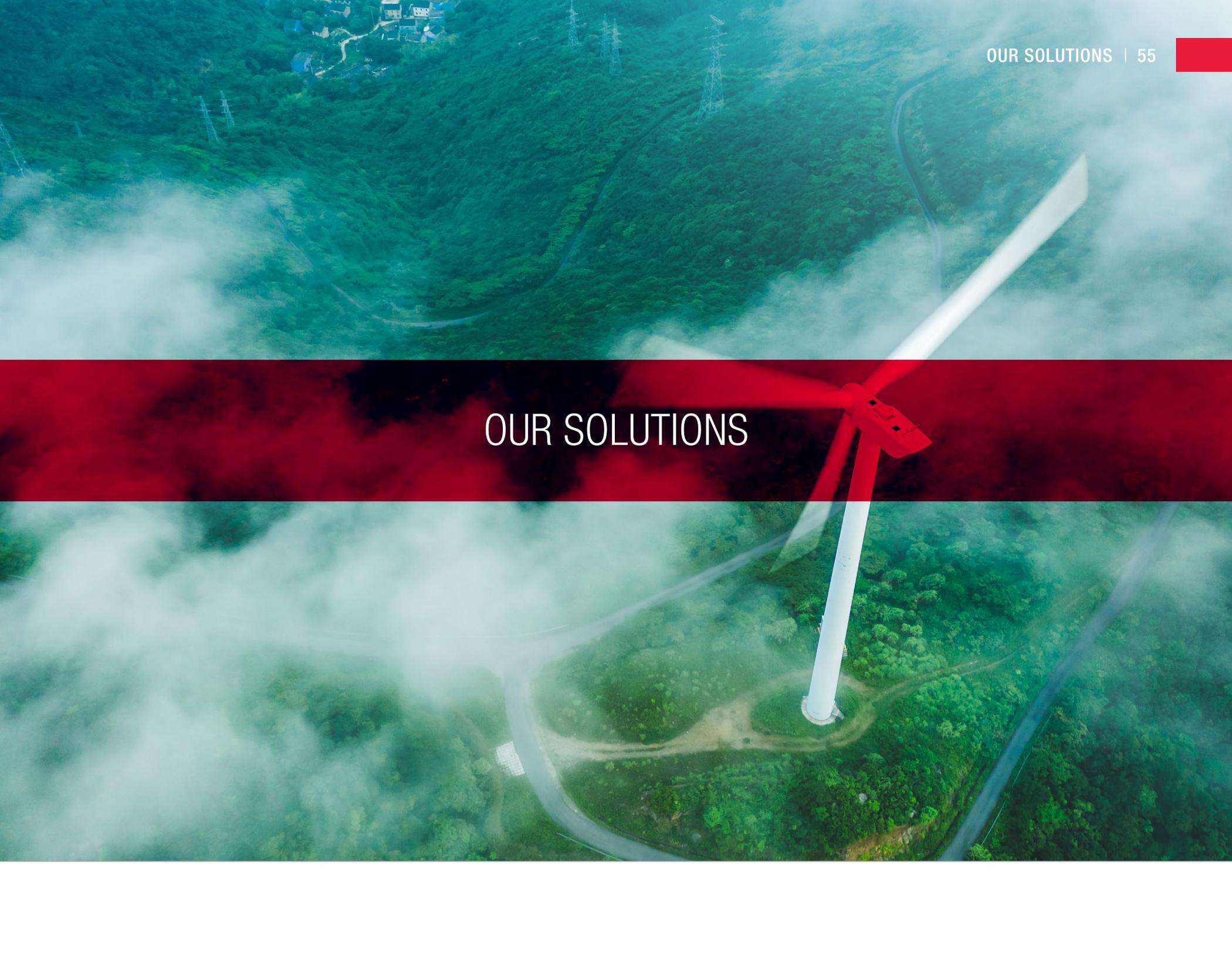
KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Health & Human Services – Protecting the health and welfare through essential human services</p>	<ul style="list-style-type: none"> • Enacted multiple donations of cleaning supplies and personal protection equipment to Emergency Operations Centers, Public Health departments or medical facilities in communities where we have sites in Asia, Europe and North America to support COVID-19 relief • Maintained volunteerism efforts where viable under health protocols in support of various health foundations, homeless and women’s support programs, and community food distribution programs
<p>Environmental Conservation – Supporting community environmental sustainability through volunteerism and philanthropic efforts</p>	<ul style="list-style-type: none"> • Increased work from home reduced environmental impact of employee commutes • Support for a wide variety of environmental charitable contribution matches continued



Looking Forward in Communities Space

We will continue our community engagement efforts. In the coming year we expect to maintain health and human services and on-line STEM education engagement as part of our COVID-19 response and focused on improving the quality of life in our communities. We will also embark on increased efforts, where applicable, to make progress toward our updated key impact goals focused in community support, STEM education engagement, and diversity.



An aerial photograph of a lush green valley with a winding road and several high-voltage power line towers. A large wind turbine is visible in the lower right quadrant. A thick red horizontal band is superimposed over the middle of the image, containing the text 'OUR SOLUTIONS'.

OUR SOLUTIONS

OUR SOLUTIONS

Key Fiscal Year 2020 Highlights

Addition of Purposeful Technology to CSR material aspects exemplifies the continued expectation of Keysight solutions to enable socially and environmentally impactful technology applications

Acquisition of Eggplant expands Keysight's ability to support purposeful technology through artificial intelligence and analytics to automate testing

Delivered **Circular Economy Contributions** document to provide transparency of Keysight's efforts in this space

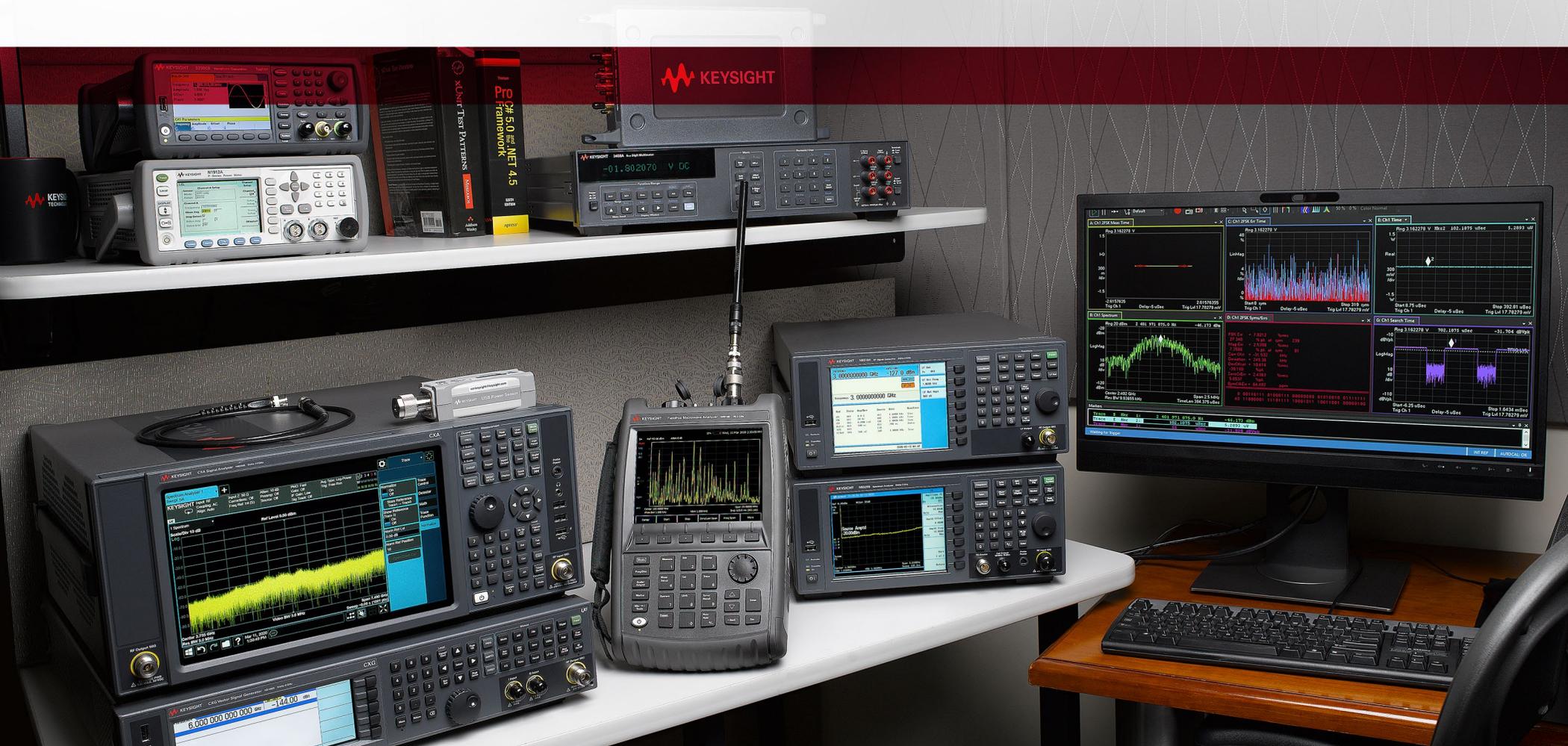
Keysight customers are leaders in technology, achieving breakthroughs that connect and secure the world. Keysight accelerates these breakthroughs by providing leading-edge design, test, manufacturing, and optimization solutions to help build a better planet in areas such as clean technology, social impact and wellness, and safety and security. Our highly reliable, long-lasting solutions are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources. In addition, Keysight Services complement our solution offerings, providing multiple options to extend product life up to 40 years of active service, and thus helping customers meet their CSR goals.



KEY FOCUS AREAS	FISCAL YEAR 2020 HIGHLIGHTS
<p>Innovation, Quality & Safety – Focused in development, manufacturing, and selling of our solutions</p>	<ul style="list-style-type: none"> Acquisition of Eggplant expands Keysight's ability to support purposeful technology through artificial intelligence and analytics to automate testing
<p>Product Environmental Impacts & Sustainability Compliance – Controlling environmental impacts and compliance with sustainability directives</p>	<ul style="list-style-type: none"> Revised the GSE to reflect the current substance restrictions applicable to our industry sector; utilized to restrict or prohibit certain substances as constituents of parts, components, and materials in products and packaging Maintained a due diligence program to review all suppliers related to the scope of the Conflict Minerals provisions of 17 CFR Parts 240 and 249 Continued to reduce the use of print materials, utilizing online content or e-delivery for product manual and calibration report distribution
<p>Product Lifecycle Management – Supporting the circular economy by assuring our solutions are designed and produced to support an extensive use phase</p>	<ul style="list-style-type: none"> Delivered Circular Economy Contributions document to provide transparency of Keysight's efforts in this space Keysight Services continued to help customers protect their investment in our equipment as aligned to standard circular economy system tenets noted in the Circular Economy Contributions document Keysight's contribution to the stream of WEEE is insignificant (<0.7% of all EU WEEE), often only entering the waste stream many decades after market launch
<p>Purposeful Technology Applications – Enabling positive social and environmental applications of technology</p>	<ul style="list-style-type: none"> Addition of Purposeful Technology to CSR material aspects exemplifies the continued expectation of Keysight solutions to enable socially and environmentally impactful technology applications Keysight solutions have been key in multiple areas of the COVID-19 response by enabling the testing of wearables, healthcare instruments, and mission-critical communications for first responders and network security Keysight solutions have enabled the fast-tracking of the e-Mobility ecosystem through test and measurement solutions that address the unique design and test challenges of this market During the pandemic response, to help customers maintain critical services and innovation productivity, Keysight enabled a short-term innovation program that: <ul style="list-style-type: none"> Helped customers managing collaboration, voice, and video applications while trying to keep up with an influx of remote connections by offering a complimentary SSL VPN Availability Assessment and a 30-day trial of our Hawkeye Network Performance Monitoring platform free of charge Provided complimentary 90 days access to our most popular design and validation software Provided free access to Keysight eLearning modules

Looking Forward in Our Solutions

We will maintain a focus on ensuring global regulatory compliance for our products and meeting customer compliance expectations, while increasing our circular economy contributions. We will continue to enable our solutions and services in a way that enables positive social and environmental applications of technology.



A photograph of a diverse group of people in formal attire, including suits and dresses, clapping and smiling at an awards ceremony. The scene is captured in a side profile view, showing the audience's engagement and joy. A prominent red horizontal band is overlaid across the middle of the image, serving as a background for the section header text.

AWARDS & RECOGNITIONS

AWARDS & RECOGNITIONS

See our online CSR News, Awards and Recognition listing for all related CSR awards. Below is a sampling of Keysight's 2020 CSR-related awards and accolades. A list of Keysight Technology Awards is also available.

- Constituent of more than 25 ESG indexes including:
 - Continued Member of Dow Jones Sustainability Indices
 - Continued Constituent of MSCI ESG Leaders Indexes⁶
 - Continued constituent of FTSE4Good Index Series⁷
- 2021 JUST 100 Ranking of America's Most Just Companies; #1 Industry Leader for third year in a row (October 2020)
- ISS ESG Corporate ESG Performance, Prime designation (September 2020)
- Keysight Technologies Certified by Great Place to Work (August 2020)
- Keysight Technologies Awarded Gold Medal as a Recognition of their EcoVadis CSR (Corporate Social Responsibility) Rating (July 2020)
- Ranked #38 on Barron's 100 Most Sustainable Companies in America (February 2020)
- *Newsweek* and Statista Inc. America's Most Responsible Companies 2021 (December 2020)
- 2020 MY AMCHAM (American Malaysian Chamber of Commerce) CARES Award (December 2020)
- *Fortune* Best Workplaces in the Bay Area 2020 (January 2020)

⁶The inclusion of Keysight Technologies, Inc. in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of Keysight Technologies, Inc. by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

⁷ FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Keysight Technologies has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

2020 GRI STANDARDS DATA INDEX

2020 GENERAL REPORTING INITIATIVE (GRI) STANDARDS DATA INDEX

Published in May 2021, this data 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. See the **Keysight 2020 General Reporting Initiative (GRI) Standards Data Report** for the company's full GRI data disclosure content in one document. Otherwise, this index provides data and links to individual disclosures, as well as cross-references to related Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) disclosures where applicable.

GRI 102: General Disclosures 2016

Organizational Profile		Response and References
102-1	Name of the organization.	Keysight Technologies, Inc.
102-2	Activities, brands, products, and services.	<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • About Keysight • Keysight Products and Services Listing • Keysight Solutions Listing • Keysight Industries Listing
102-3	Location of the organization's headquarters.	<p>Keysight Technologies, Inc.</p> <p>1400 Fountaingrove Parkway Santa Rosa, CA 95403-1738 United States</p>
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.	<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Technologies at a Glance • Corporate Brochure • About Keysight
102-5	Nature of ownership and legal form.	<p>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/investors-relations/corporate-governance/governance-policies/default.aspx</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements • About Keysight
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	<p>Markets Served (See 2020 GRI Standards Data Report Page 11)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Investor Relations • All Keysight Annual Reports and Proxy Statements
102-7	Scale of reporting organization:	<p>Scale of the Organization (See 2020 GRI Standards Data Report Page 12)</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements

102-8	Information on employees and other workers.	Information on Employees and Other Workers (See 2020 GRI Standards Data Report Page 13) Related Disclosures — SASB: TC-HW-330a.1; TC-SI-330a.3, RT-EE-000.B
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: <ul style="list-style-type: none"> • Legal, accountable and auditable • Ethically, environmentally and socially responsible • Economically effective • Conform to ISO quality management system standard <p>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.</p> <p>Additional Information:</p> <ol style="list-style-type: none"> 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 <p>References:</p> <ul style="list-style-type: none"> • Keysight Quality Policy • Keysight Supplier Code of Conduct • Keysight Standards of Business Conduct
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.
102-11	Whether and how the organization applies the Precautionary Principle or approach.	This is not applicable to Keysight product, solutions, software, or services.
102-12	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	External Initiatives (See 2020 GRI Standards Data Report Page 18)
102-13	Memberships of industry or other associations, and national or international advocacy organizations.	Membership of Associations (See 2020 GRI Standards Data Report Page 19)
Strategy		
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. Related Disclosures — TCFD: Strategy B References: <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report • Keysight CSR Web Site

Ethics and Integrity		
102-16	A description of the organization's values, principles, standards, and norms of behavior.	<p>Values, Principles, Standards, and Norms of Behavior (See 2020 GRI Standards Data Report Page 21)</p> <p>References:</p> <ul style="list-style-type: none"> • 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 Charter • Keysight Environmental and Social Responsibility Expectations for Suppliers • Keysight Standards of Business Conduct • Conflict Minerals Statement • Keysight Leadership Model (KLM) • Keysight Human Rights & Labor Policy
Governance		
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.	<p>Governance Structure (See 2020 GRI Standards Data Report Page 22)</p> <p>Related Disclosures — TCFD: Governance A, Governance B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Investor Relations • Keysight 2021 Proxy Statement
Stakeholder Engagement		
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.
102-41	Percentage of total employees covered by collective bargaining agreements.	Collective Bargaining Agreements (See 2020 GRI Standards Data Report Page 25)
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.
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.	Approach to Stakeholder Engagement (See 2020 GRI Standards Data Report Page 27)

102-44	Key topics and concerns that have been raised through stakeholder engagement.	Key Topics and Concerns Raised (See 2020 GRI Standards Data Report Page 28)
Reporting Practice		
102-45	Entities included in the consolidated financial statements.	Entities Included in the Consolidated Financial Statements (See 2020 GRI Standards Data Report Page 29) References: <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
102-46	Details on report content and topic boundaries.	Defining Report Content and Topic Boundaries (See 2020 GRI Standards Data Report Page 30) References: <ul style="list-style-type: none"> • Keysight CSR Web Site • Latest Keysight Corporate Social Responsibility Annual Report
102-47	A list of the material topics identified in the process for defining report content.	List of Material Topics (See 2020 GRI Standards Data Report Page 31) References: <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report
102-48	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<p>Following are restatements of data provided in previous reports.</p> <p>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.</p> <p>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.</p> <ul style="list-style-type: none"> • 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.
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	<p>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 for detail on our latest materiality assessment process and related key trends.</p> <p>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.</p> References: <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report

102-50	Reporting period for information provided.	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. We are providing emissions data for past reporting years.
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: <ul style="list-style-type: none"> • 2019 Corporate Social Responsibility Report
102-52	Reporting cycle (such as annual, biennial).	Keysight publishes its Corporate Social Responsibility Report annually based on previous fiscal year's data.
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
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	This report has been prepared in accordance with the GRI Standards: Core option
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.
102-56	A description of the 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		
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary.	Explanation of the Material Topic and its Boundary (See 2020 GRI Standards Data Report Page 41) References: <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report
103-2	The management approach and its components.	The Management Approach and its Components (See 2020 GRI Standards Data Report Page 43) References: <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report • Keysight CSR Management System

103-3	Evaluation of the management approach.	<p>Evaluation of the Management Approach (See 2020 GRI Standards Data Report Page 44)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
Series 200: Economic 2016		
GRI 201: Economic Performance 2016		
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.	<p>Management Approach: Economic Performance (See 2020 GRI Standards Data Report Page 45)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Risk Management A, Governance A, Risk Management B, Risk Management C, Governance B, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
201-1	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations.	<p>Direct Economic Value Generated And Distributed (See 2020 GRI Standards Data Report Page 46)</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.	<p>Financial Implications And Other Risks And Opportunities Due To Climate Change (See 2020 GRI Standards Data Report Page 47)</p> <p>Related Disclosures — TCFD: Metrics and Targets B - Scope 3, Risk Management A, Risk Management B, Risk Management C, Governance B, Metrics and Targets A, Metrics and Targets C, Governance A, Strategy A, Metrics and Targets B - Scope 1 & 2, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements • Keysight CSR - Our Solutions • Keysight's Response to Climate Change • Crisis Management: Keysight's Business Continuity and Response to COVID-19
201-3	Defined benefit plan obligations and other retirement plans.	<p>Defined Benefit Plan Obligations and Other Retirement Plans (See 2020 GRI Standards Data Report Page 49)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight 2020 Annual Report (Page 93)
201-4	Total monetary value of financial assistance received by the organization from any government during the reporting period.	<p>Financial Assistance Received From Government: See 2020 GRI Standards Data Report Page 50</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
GRI 202: Market Presence 2016		
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.	<p>Management Approach: Market Presence (See 2020 GRI Standards Data Report Page 51)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System

202-1	Ratio of standard entry level wage by gender compared to local minimum wage.	Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage (See 2020 GRI Standards Data Report Page 52)
202-2	Percentage of senior management at significant locations of operation that are hired from the local community.	Proportion Of Senior Management Hired From The Local Community (See 2020 GRI Standards Data Report Page 53) References: <ul style="list-style-type: none"> Communities Information
GRI 203: Indirect Economic Impacts 2016		
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.	Management Approach: Indirect Economic Impacts (See 2020 GRI Standards Data Report Page 54) References: <ul style="list-style-type: none"> Keysight CSR Management System
203-1	Extent of development of significant infrastructure investments and services supported.	Infrastructure Investments And Services Supported (See 2020 GRI Standards Data Report Page 55) References: <ul style="list-style-type: none"> Crisis Management: Keysight's Business Continuity and Response to COVID-19 Keysight's Response to Coronavirus (Covid-19)
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	Significant Indirect Economic Impacts (See 2020 GRI Standards Data Report Page 56) References: <ul style="list-style-type: none"> Latest Keysight Corporate Social Responsibility Annual Report
GRI 204: Procurement Practices 2016		
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.	Management Approach: Procurement Practices (See 2020 GRI Standards Data Report Page 57) References: <ul style="list-style-type: none"> Keysight Supplier Code of Conduct Keysight PO's T&C Supplier Performance Expectations Keysight Supplier Resources Keysight CSR Management System
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.	Proportion of Spending on Local Suppliers (See 2020 GRI Standards Data Report Page 58)
GRI 205: Anti-Corruption 2016		
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.	Management Approach: Anti-corruption (See 2020 GRI Standards Data Report Page 59) Related Disclosures — SASB: RT-EE-510a.1 References: <ul style="list-style-type: none"> Keysight Global Anti-Corruption Policy Keysight CSR Management System Keysight Standards of Business Conduct

205-1	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.	Operations Assessed for Risks Related to Corruption (See 2020 GRI Standards Data Report Page 60)
205-2	Communication and training about anti-corruption policies and procedures.	Communication and Training about Anti-Corruption Policies and Procedures (See 2020 GRI Standards Data Report Page 61)
205-3	Confirmed incidents of corruption and actions taken.	<p>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.</p> <p>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.</p>
GRI 206: Anti-Competitive Behavior 2016		
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.	<p>Management Approach: Anti-competitive Behavior (See 2020 GRI Standards Data Report Page 63)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Standards of Business Conduct
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	<p>Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices (See 2020 GRI Standards Data Report Page 64)</p> <p>Related Disclosures — SASB: RT-EE-510a.3; TC-SI-520a.1</p>
GRI 207: Tax 2019		
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.	<p>Management Approach: Tax (See 2020 GRI Standards Data Report Page 65)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
207-1	Tax strategy, oversight, compliance, and the link to sustainable development	<p>Approach to Tax (See 2020 GRI Standards Data Report Page 66)</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
207-2	Tax Governance, Control, and Risk Management.	<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements

207-3	Stakeholder engagement and management of concerns related to tax.	<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
207-4	Tax reporting for each tax jurisdiction.	<p>Omission: 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.</p> <p>References:</p> <ul style="list-style-type: none"> • All Keysight Annual Reports and Proxy Statements
Series 300: Environmental 2016		
GRI 301: Materials 2016		
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.	<p>Management Approach: Materials (See 2020 GRI Standards Data Report Page 70)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight General Specification for the Environment • Keysight Supplier Resources • Keysight CSR Management System • Keysight Affirmative Action and Equal Employment Opportunity Policy Statement
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.	Materials Used by Weight or Volume (See 2020 GRI Standards Data Report Page 71)
301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Omission: No Information Available. There are currently no steps being taken to obtain this data at this level of disclosure.
301-3	Percentage of reclaimed products and their packaging materials for each product category.	<p>Omission: Unavailable. Keysight does not currently track nor maintain metrics to support answering this question.</p> <p>Additional Comments: Keysight meets the requirements of governmentally mandated take-back programs.</p> <p>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.</p>

		<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Trade In • Keysight Premium Used • Keysight Take Back Program • Keysight Circular Economy • Keysight Used Equipment Standards
GRI 302: Energy 2016		
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.	<p>Management Approach: Energy (See 2020 GRI Standards Data Report Page 74)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Risk Management A, Governance A, Risk Management B, Risk Management C, Governance B, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global EHS Policy • Keysight CSR Management System • Keysight Circular Economy
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	<p>Energy Consumption Within the Organization (See 2020 GRI Standards Data Report Page 75)</p> <p>Related Disclosures — SASB: RT-EE-130a.1</p>
302-2	Energy consumption outside of the organization, in joules or multiples.	Omission: Unavailable. Keysight Technologies tracks transportation and distribution, business travel, waste generated and employee commuting under Scope 3 emission reporting as CO ₂ e.
302-3	Energy intensity ratio for the organization.	<p>Energy Intensity (See 2020 GRI Standards Data Report Page 78)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets B - Scope 1 & 2, Metrics and Targets B - Scope 3, Metrics and Targets C</p>
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Reduction of Energy Consumption (See 2020 GRI Standards Data Report Page 79)
302-5	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	<p>Omission: Unavailable. There are no requirements nor appropriate standards applicable to Keysight's test and measurement product portfolio to measure energy requirements.</p> <p>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.</p>

GRI 303: Water and Effluents 2018		
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.	<p>Management Approach: Water and Effluents (See 2020 GRI Standards Data Report Page 81)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Risk Management A, Governance A, Risk Management B, Risk Management C, Governance B, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global EHS Policy • Keysight CSR Management System
303-1	Interactions with water as a shared resource.	<p>Interactions With Water as a Shared Resource (See 2020 GRI Standards Data Report Page 82)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
303-2	Description of water discharge standards.	<p>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.</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
303-3	Sources and volumes of water withdrawn.	<p>Water Withdrawal (See 2020 GRI Standards Data Report Page 84)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
303-4	Destinations and volumes of water discharged.	<p>Water Discharge (See 2020 GRI Standards Data Report Page 86)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site
303-5	Volume of water consumed.	<p>Water Consumption (See 2020 GRI Standards Data Report Page 88)</p> <p>References:</p> <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report
GRI 304: Biodiversity 2016		
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.	<p>Management Approach: Biodiversity (See 2020 GRI Standards Data Report Page 89)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Global EHS Policy • Keysight Circular Economy
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Omission: No Information Available. Not Applicable. Keysight facilities are not located in any protected areas of high biodiversity value.

304-2	Nature of the organization's significant direct and indirect impacts of activities, products, and services on biodiversity.	<p>Significant Impacts of Activities, Products, and Services on Biodiversity (See 2020 GRI Standards Data Report Page 91)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site • Keysight Supports the UN SDGs • Keysight Circular Economy • Keysight's Environmental, Health & Safety Commitment
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.	Omission: No Information Available. Not applicable. Keysight manufacturing sites are not located in habitat-protected areas or restored areas.
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.	Omission: No Information Available. 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.
GRI 305: Emissions 2016		
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.	<p>Management Approach: Emissions (See 2020 GRI Standards Data Report Page 94)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Risk Management A, Governance A, Risk Management B, Risk Management C, Governance B, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Global EHS Policy
305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	<p>Direct (Scope 1) GHG Emissions (See 2020 GRI Standards Data Report Page 95)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets B - Scope 1 & 2, Metrics and Targets C</p>
305-2	Indirect (Scope 2) GHG emissions.	<p>Energy Indirect (Scope 2) GHG Emissions (See 2020 GRI Standards Data Report Page 96)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets B - Scope 1 & 2, Metrics and Targets C</p>
305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<p>Other Indirect (Scope 3) GHG Emissions (See 2020 GRI Standards Data Report Page 97)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets B - Scope 3, Metrics and Targets C</p>
305-4	GHG emissions intensity ratio for the organization.	<p>GHG Emissions Intensity (See 2020 GRI Standards Data Report Page 98)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p> <p>References:</p> <ul style="list-style-type: none"> • Latest Keysight Corporate Social Responsibility Annual Report • CDP Reporting • Keysight's Response to Climate Change
305-5	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	<p>Reduction Of GHG Emissions (See 2020 GRI Standards Data Report Page 99)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>

305-6	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	<p>Omission: No Information Available. 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.</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
305-7	Significant air emissions, in kilograms or multiples for Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions.	<p>Omission: No Information Available. Not Applicable. Keysight complies with all legal requirements of air permits and associated reporting requirements.</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
GRI 306: Effluents and Waste 2016		
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.	<p>Management Approach: Effluents and Waste (See 2020 GRI Standards Data Report Page 103)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Risk Management A, Governance A, Risk Management B, Risk Management C, Governance B, Strategy B</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Global EHS Policy • Keysight Circular Economy • Keysight's Environmental, Health & Safety Commitment
306-1	Total volume of planned and unplanned water discharges.	<p>Water Discharge by Quality and Destination (See 2020 GRI Standards Data Report Page 104)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
306-2	Total weight of waste by type and disposal method.	<p>Waste by Type and Disposal Method (See 2020 GRI Standards Data Report Page 106)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C — SASB: RT-EE-150a.1</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site • Keysight Take Back Program • Keysight CSR - Our Solutions • Keysight Circular Economy • Keysight's Environmental, Health & Safety Commitment
306-3	Total number and total volume of recorded significant spills.	<p>Significant Spills: 0 recorded significant spills (See 2020 GRI Standards Data Report Page 108)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C — SASB: RT-EE-150a.1</p>

306-4	Total weight of transported hazardous waste.	<p>Transport of Hazardous Waste (See 2020 GRI Standards Data Report Page 109)</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site • Keysight CSR - Our Solutions • Keysight Circular Economy
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.	<p>Omission: No Information Available. 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.</p> <p>Related Disclosures — TCFD: Metrics and Targets A, Metrics and Targets C</p>
GRI 307: Environmental Compliance 2016		
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.	<p>Management Approach: Environmental Compliance (See 2020 GRI Standards Data Report Page 111)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Global EHS Policy • Keysight ISO 14001:2015 Certification • Keysight RBA Affiliate Member • Conflict Minerals Statement
307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	<p>Non-Compliance with Environmental Laws and Regulations - There were no monetary fines in FY20 (See 2020 GRI Standards Data Report Page 112)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site
GRI 308: Supplier Environmental Assessment 2016		
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.	<p>Management Approach: Supplier Environmental Assessment (See 2020 GRI Standards Data Report Page 113)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct • Keysight General Specification for the Environment • Keysight CSR Management System

308-1	Percentage of new suppliers that were screened using environmental criteria.	<p>% of new suppliers screened from total of new suppliers: 100</p> <p>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.</p> <p>All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy and Keysight General Specification for the Environment.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct (Pages 6 & 7) • Keysight General Specification for the Environment • Keysight PO's T&C (Page 2)
308-2	Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.	<p>Negative Environmental Impacts in the Supply Chain and Actions Taken (See 2020 GRI Standards Data Report Page 115)</p>
Series 400: Social 2016		
GRI 401: Employment 2016		
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.	<p>Management Approach: Employment (See 2020 GRI Standards Data Report Page 116)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Compliance Hotline • Keysight Culture • Keysight CSR Web Site • Keysight Global EHS Policy • Web Page Link of Keysight's relationship with the Society of Women Engineers • Keysight Employer Awards • Keysight CSR Management System • Latest Keysight Corporate Social Responsibility Annual Report • Statement on Eradication of Slavery and Human Trafficking • Keysight Standards of Business Conduct • Keysight Affirmative Action and Equal Employment Opportunity Policy Statement • Keysight Human Rights & Labor Policy
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	<p>New Employee Hires and Employee Turnover (See 2020 GRI Standards Data Report Page 119)</p>

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 (See 2020 GRI Standards Data Report Page 120)
401-3	Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.	<p>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:</p> <ul style="list-style-type: none"> • 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. <p>References:</p> <ul style="list-style-type: none"> • Keysight Culture
GRI 402: Labor Management Relations 2016		
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.	<p>Management Approach: Labor/Management Relations (See 2020 GRI Standards Data Report Page 123)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Compliance Hotline • Keysight CSR Web Site • Keysight CSR News, Awards and Recognition • Keysight CSR Management System • Latest Keysight Corporate Social Responsibility Annual Report • Statement on Eradication of Slavery and Human Trafficking • Keysight Culture • Keysight Affirmative Action and Equal Employment Opportunity Policy Statement • Keysight Human Rights & Labor Policy
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.	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.
GRI 403: Occupational Health and Safety 2018		
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.	<p>Management Approach: Occupational Health and Safety (See 2020 GRI Standards Data Report Page 126)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global EHS Policy • Keysight CSR Management System

<p>403-1</p>	<p>Description of occupational health and safety management system.</p>	<p>Statement of implementation:</p> <p>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.</p> <ul style="list-style-type: none"> • 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. <p>Description of OHS management system scope:</p> <p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight ISO 14001:2015 Certification • Keysight's Environmental, Health & Safety Commitment
<p>403-2</p>	<p>Hazard identification, risk assessment, and incident investigation.</p>	<p>Process to identify work-related hazards and risks:</p> <p>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.</p> <p>Process for worker reporting:</p> <p>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.</p> <p>Policy or process for workers to remove themselves from unsafe situations:</p> <p>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.</p>

		<p>Process to investigate work-related incidents: All work-related safety incidents are reported and managed using Intalex quality management solution. EHS system administrators manage incident workflow including assigning investigators, tracking action plans to closure, and closing the incident.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
403-3	Description of occupational health services functions.	<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
403-4	Description of worker participation and consultation.	<p>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.</p> <p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
403-5	Description of relevant occupational health and safety training for workers.	<p>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.</p>

		<p>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.</p> <p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
403-6	Access to non-occupational healthcare and health promotion.	<p>Worker access to non-occupational medical and healthcare services:</p> <ul style="list-style-type: none"> • 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.com/en/companyinfo/csr/Crisis-Management-Keysights-Business-Continuity-and-Response-to-COVID-19.pdf), "Keysight's Response to Coronavirus (Covid-19)" document (https://www.keysight.com/us/en/about/covid19.html), and the "Crisis Response & Business Continuity in 2020" section of this 2020 Annual CSR Report. <p>Health promotion services and programs:</p> <ul style="list-style-type: none"> • 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. <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
403-7	Description of OHS impacts directly linked by business relationships.	<p>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.</p> <p>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.</p> <ul style="list-style-type: none"> • 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

		<p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global EHS Policy • Keysight Leadership Model (KLM) • Keysight’s Environmental, Health & Safety Commitment • Keysight’s Response to Coronavirus (Covid-19) • Crisis Management: Keysight’s Business Continuity and Response to COVID-19
403-8	Quantification of workers covered by relevant management systems.	Workers Covered by an Occupational Health and Safety Management System (See 2020 GRI Standards Data Report Page 134)
403-9	Quantify work-related injuries and calculate relevant ratios.	Work-Related Injuries (See 2020 GRI Standards Data Report Page 135) Related Disclosures — SASB: TC-ES-320a.1
403-10	Details of work-related ill health.	Work-Related Ill Health (See 2020 GRI Standards Data Report Page 136)
GRI 404: Training and Education 2016		
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.	<p>Management Approach: Training and Education (See 2020 GRI Standards Data Report Page 137)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Culture • Keysight CSR Web Site • Keysight CSR Management System • Keysight Standards of Business Conduct • Keysight Leadership Model (KLM)
404-1	Average hours of training that the organization’s employees have undertaken during the reporting period.	Average Hours of Training Per Year Per Employee (See 2020 GRI Standards Data Report Page 139)
404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	<p>Programs for Upgrading Employee Skills and Transition Assistance Programs (See 2020 GRI Standards Data Report Page 140)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Culture • Keysight Leadership Model (KLM)

404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Percentage of Employees Receiving Regular Performance and Career Development Reviews (See 2020 GRI Standards Data Report Page 141)
GRI 405: Diversity and Equal Opportunity 2016		
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.	<p>Management Approach: Diversity and Equal Opportunity (See 2020 GRI Standards Data Report Page 142)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Diversity and Equal Opportunity Policy • Keysight CSR Web Site • Keysight Culture • Web Page Link of Keysight's relationship with the Society of Women Engineers • Keysight CSR Management System • Keysight CSR News, Awards and Recognition • Keysight Affirmative Action and Equal Employment Opportunity Policy Statement • Keysight Compliance Hotline • Diversity and Inclusion at Keysight • Keysight Human Rights & Labor Policy
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.	<p>Diversity of Governance Bodies and Employees (See 2020 GRI Standards Data Report Page 144)</p> <p>Related Disclosures — SASB: TC-HW-330a.1; TC-SI-330a.3, TC-HW-330a.1; TC-SI-330a.3</p>
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Ratio of Basic Salary and Remuneration of Women to Men (See 2020 GRI Standards Data Report Page 145)
GRI 406: Non-Discrimination 2016		
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.	<p>Management Approach: Non-discrimination (See 2020 GRI Standards Data Report Page 148)</p> <p>References:</p> <ul style="list-style-type: none"> • 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 Policy Statement • Keysight Human Rights & Labor Policy
406-1	Total number of incidents of discrimination and corrective actions taken.	Incidents of Discrimination and Corrective Actions Taken (See 2020 GRI Standards Data Report Page 150)

GRI 407: Freedom of Association and Collective Bargaining 2016		
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.	<p>Management Approach: Freedom of Association and Collective Bargaining (See 2020 GRI Standards Data Report Page 151)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site • Keysight Compliance Hotline • Keysight CSR Management System • Keysight Human Rights & Labor Policy
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.	<p>Omission: There were no incidents. Keysight follows the laws of each country in which we operate.</p> <p>References:</p> <ul style="list-style-type: none"> • 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
GRI 408: Child Labor 2016		
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.	<p>Management Approach: Child Labor (See 2020 GRI Standards Data Report Page 153)</p> <p>References:</p> <ul style="list-style-type: none"> • 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
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.	<p>Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.</p> <p>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”).</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct • Keysight CSR Management System • Keysight Human Rights & Labor Policy • Keysight Commitment to Human Rights and Labor

GRI 409: Forced or Compulsory Labor 2016		
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.	<p>Management Approach: Forced or Compulsory Labor (See 2020 GRI Standards Data Report Page 156)</p> <p>References:</p> <ul style="list-style-type: none"> • 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
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.	<p>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”).</p> <p>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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct (Pages 5 & 6) • Statement on Eradication of Slavery and Human Trafficking • Keysight Human Rights & Labor Policy
GRI 410: Security Practices 2016		
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.	<p>Management Approach: Security Practices (See 2020 GRI Standards Data Report Page 159)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
410-1	Percentage of security personnel trained in the organization’s human rights policies or procedures that are relevant to operations.	<p>Security Personnel Trained in Human Rights Policies or Procedures (See 2020 GRI Standards Data Report Page 160)</p>

GRI 411: Rights of Indigenous Peoples 2016		
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.	<p>Management Approach: Rights of Indigenous Peoples (See 2020 GRI Standards Data Report Page 161)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Compliance Hotline • Keysight CSR Web Site • Keysight CSR Management System • Keysight Standards of Business Conduct • Keysight Affirmative Action and Equal Employment Opportunity Policy Statement • Keysight Human Rights & Labor Policy
411-1	Total number of incidents of violations involving rights of indigenous people and actions taken.	Incidents of Violations Involving Rights of Indigenous Peoples (See 2020 GRI Standards Data Report Page 163)
GRI 412: Human Rights Assessment 2016		
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.	<p>Management Approach: Human Rights Assessment (See 2020 GRI Standards Data Report Page 164)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Compliance Hotline • Keysight CSR Web Site • Keysight CSR Management System • Keysight Standards of Business Conduct • Keysight Human Rights & Labor Policy
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<p>Operations That Have Been Subject to Human Rights Reviews or Impact Assessments (See 2020 GRI Standards Data Report Page 165)</p> <p>References:</p> <ul style="list-style-type: none"> • Statement on Eradication of Slavery and Human Trafficking • Keysight CSR Management System • Keysight Human Rights & Labor Policy • Keysight Commitment to Human Rights and Labor
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.	<p>Employee Training on Human Rights Policies or Procedures (See 2020 GRI Standards Data Report Page 166)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Standards of Business Conduct
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	<p>Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening (See 2020 GRI Standards Data Report Page 167)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct • Keysight Standards of Business Conduct • Statement on Eradication of Slavery and Human Trafficking • Keysight Human Rights & Labor Policy

GRI 413: Local Communities 2016		
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.	<p>Management Approach: Local Communities (See 2020 GRI Standards Data Report Page 168)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.	<p>Omission: Unavailable. 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/go/csr for the latest goals and status.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Web Site • Communities Information
413-2	Operations with significant actual and potential negative impacts on local communities.	<p>Omission: Unavailable. 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.</p>
GRI 414: Supplier Social Assessment 2016		
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.	<p>Management Approach: Supplier Social Assessment (See 2020 GRI Standards Data Report Page 171)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct • Keysight CSR Management System • Statement on Eradication of Slavery and Human Trafficking • Keysight Human Rights & Labor Policy
414-1	Percentage of new suppliers that were screened using social criteria.	<p>New Suppliers that were Screened Using Social Criteria (See 2020 GRI Standards Data Report Page 172)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct (Pages 5 & 6) • Statement on Eradication of Slavery and Human Trafficking • Keysight Human Rights & Labor Policy
414-2	Suppliers identified as having significant actual and potential negative social impacts.	<p>Negative Social Impacts in the Supply Chain and Actions Taken (See 2020 GRI Standards Data Report Page 173)</p>
GRI 415: Public Policy 2016		
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.	<p>Management Approach: Public Policy (See 2020 GRI Standards Data Report Page 174)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
415-1	Total value of political contributions by country and recipient/beneficiary.	<p>Political Contribution (See 2020 GRI Standards Data Report Page 175)</p> <p>References:</p> <ul style="list-style-type: none"> • Lobbying Disclosure

GRI 416: Customer Health and Safety 2016		
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.	<p>Management Approach: Customer Health and Safety (See 2020 GRI Standards Data Report Page 176)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Quality Policy • Keysight General Specification for the Environment • Keysight CSR Management System
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	<p>Assessment of the Health and Safety Impacts of Product and Service Categories (See 2020 GRI Standards Data Report Page 177)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Quality Policy • Keysight ISO 9001 Certificate • Keysight ISO 14001:2015 Certification
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.	<p>Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services (See 2020 GRI Standards Data Report Page 178)</p> <p>Related Disclosures — SASB: RT-EE-250a.2</p>
GRI 417: Marketing and Labeling 2016		
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.	<p>Management Approach: Marketing and Labeling (See 2020 GRI Standards Data Report Page 179)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System
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.	<p>Requirements for Product and Service Information and Labeling (See 2020 GRI Standards Data Report Page 180)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Take Back Program
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.	<p>Incidents of Non-Compliance Concerning Product and Service Information and Labeling (See 2020 GRI Standards Data Report Page 181)</p>
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.	<p>Incidents of Non-Compliance Concerning Marketing Communications (See 2020 GRI Standards Data Report Page 182)</p>

GRI 418: Customer Privacy 2016		
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.	<p>Management Approach: Customer Privacy (See 2020 GRI Standards Data Report Page 183)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global Data Privacy Policy PDF • Keysight CSR Management System • Keysight Standards of Business Conduct • Keysight Technologies Customer Privacy Statement
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data (See 2020 GRI Standards Data Report Page 184)
GRI 419: Socioeconomic Compliance 2016		
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.	<p>Management Approach: Socioeconomic Compliance (See 2020 GRI Standards Data Report Page 185)</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight CSR Management System • Keysight Standards of Business Conduct
419-1	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.	Non-Compliance with Laws and Regulations in the Social and Economic Area (See 2020 GRI Standards Data Report Page 186)

2020 SASB DATA INDEX

2020 SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DATA INDEX

Published in May 2021, this data has been prepared in accordance with Resource Transformation - Electrical & Electronic Equipment (RT-EE) Sustainability Accounting Standard and related disclosures from other SASB industry segments including: Technology & Communications - Electronic Manufacturing Services & Original Design Manufacturing (TC-ES); Technology & Communications - Hardware (TC-HW); and Software & IT Services (TC-SI). These disclosures are related to Keysight's sustainability performance in fiscal year 2020 for the period of November 1, 2019 through October 31, 2020.



GRI 102: General Disclosures 2016

Topic	SASB Code	Metric	Response & References
General Disclosure			
General Disclosure			
Number of Manufacturing Facilities	TC-ES-000.A	Number of manufacturing facilities	10
Ethics and Integrity			
Corruption, Bribery, and Anti-Competitive Behavior Policies	RT-EE-510a.1	Please describe the policies on anti-corruption, bribery, and anti-competitive behavior	<p>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 maintains a written policy against corruption that prohibits promising, offering, or giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes, kickbacks, or improper quid pro quos. 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.</p> <p>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 maintains a comprehensive Antitrust and Competition Law Compliance Manual, which provides guidance and examples to help employees understand and comply with these often complex requirements.</p> <p>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.</p>

			<p>In addition to a standalone anti-corruption policy, Keysight's Standards of Business Conduct, the company's governing policy for ethics and integrity, specifically prohibits bribery and corruption.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global Anti-Corruption Policy • Keysight Standards of Business Conduct
Reporting Practice			
Percentage of Production from Owned Facilities	TC-HW-000.C	Percentage of production from owned manufacturing facilities	<p>72</p> <p>Percentage of production is based on square ft.</p>
Manufacturing Footprint	TC-ES-000.B, TC-HW-000.B	Manufacturing facilities in square feet (ft2)	3,314,869
Management Approach			
Management Approach			
Advertising and Privacy Discussion	TC-SI-220a.1	Policies on collection, usage, and retention of customer information	<p>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'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.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global Data Privacy Policy PDF • Keysight Standards of Business Conduct • Keysight Technologies Customer Privacy Statement
Tier 1 Supplier Facilities	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	<ul style="list-style-type: none"> • All facilities 2% • High-risk Facilities 6% <p>Keysight is an Affiliate Member of the Responsible Business Alliance (RBA). We embrace the RBA Code of Conduct as part of our Corporate Social Responsibility (CSR) program, support the vision and goals of the RBA, and are committed to making progress toward RBA Code of Conduct compliance. We also strongly encourage our suppliers to abide by the code and cascade the ethical business practices, social responsibility and environmental sustainability principles set out in our Supplier Code of Conduct.</p>

		Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP	<p>We utilize the RBA Self Assessment Questionnaire to assess our key supplier's compliance status. Supplier will be identified as a high risk facility if they scored 65 percent or less on the RBA Self-Assessment Questionnaire. Audit will be conducted according to the RBA Validate Audit Program Operations Manual. All the corrective actions that are identified during the audit will be monitored and reviewed by Keysight internal audit team.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Supplier Code of Conduct (page 3) • Keysight RBA Affiliate Member
Tier 1 Suppliers' Non-Conformance Rate	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	<p>Rate of non-conformance: priority non-conformances: 6.7</p> <p>Rate of non-conformance: other non-conformances, for the entity's Tier 1 supplier manufacturing facilities: 93.3</p> <p>Corrective action rates: priority non-conformances: 100</p> <p>Corrective action rates: other non-conformances, for the entity's Tier 1 supplier manufacturing facilities: 100</p>
		Disclose compliance with an audit recognized by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP	<p>The audit was conducted according to the RBA Validate Audit Program Operations Manual. Every finding which was observed during the audit were classified with a non-conformance rating as defined in RBA Validated Audit Program Operations Manual.</p> <p>All the corrective action plans (CAPs) that were identified shall be implemented and completed by suppliers following the Overall CAP timeline as defined in RBA Validate Audit Program Operations Manual. The Keysight internal audit team will review and monitor the status until the CAP closure.</p> <p>References:</p> <ul style="list-style-type: none"> • RBA VAP - CAP Management
Facility Audits	Tc-Es-320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	<p>% of all manufacturing facilities audited in compliance with the RBA VAP protocol: 0%</p> <p>% of high risk manufacturing facilities audited in compliance with the RBA VAP protocol: 0%</p> <p>% of Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 2%</p> <p>% of high risk Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 6%</p> <p>Comment: The rates related to manufacturing facilities are not applicable due to no RBA VAP was conducted in FY20.</p>
		Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP	<ol style="list-style-type: none"> 1. Manufacturing facility - No RBA VAP was conducted in FY20 2. Tier-1 supplier manufacturing facility - We utilize the RBA self assessment questionnaire to assess our key supplier's compliance status. Supplier will be identified as a high risk facility if they scored 65 percent or less on the RBA Self-Assessment Questionnaire. Audit will be conducted according to RBA Validate Audit Program Operations Manual. All the corrective actions that are identified during the audit will be monitored and reviewed by Keysight internal audit team.
Non-conformance rate with the RBA VAP	TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	<p>Rates of priority non-conformance with the RBA VAP for your manufacturing facilities: 0</p> <p>Rates of other non-conformance with the RBA VAP for your manufacturing facilities: 0</p> <p>Rates of priority non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 6.7</p> <p>Rates of other non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 93.3</p> <p>Comment: The rates related to manufacturing facilities are not applicable due to no RBA VAP was conducted in FY20</p>

		Disclose the corrective action rates associated with (a) priority non-conformances, and separately, (b) other non-conformances, reported for (i) your manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities	<ol style="list-style-type: none"> 1. Manufacturing facility - No RBA VAP was conducted in FY20 2. Tier-1 supplier manufacturing facility - The audit was conducted according to the RBA Validate Audit Program Operations Manual. Every finding which was observed during the audit were classified with a non-conformance rating as defined in RBA Validated Audit Program Operations Manual. All the CAPs that were identified shall be implemented and completed by suppliers as follows the Overall CAP timeline as defined in RBA Validate Audit Program Operations Manual. The Keysight internal audit team will review & monitor on the status until the CAP closure.
			<p>Additional Comments: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA). We embrace the RBA Code of Conduct as part of our Corporate Social Responsibility (CSR) program, support the vision and goals of the RBA, and are committed to making progress toward RBA Code of Conduct compliance. We also strongly encourage our suppliers to abide by the code and cascade the ethical business practices, social responsibility and environmental sustainability principles set out in our Supplier Code of Conduct.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight RBA Affiliate Member • Keysight Supplier Code of Conduct (page 3)
Economic			
Economic Performance			
Customer Privacy Legal Losses	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	<p>Total monetary losses: 0</p> <p>Monetary losses from adjudicative proceedings: 0</p> <p>Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0</p>
Procurement Practices			
Critical Materials Management	RT-EE-440a.1; TC-ES-440a.1	Description of the management of risks associated with the use of critical materials. Please identify specific materials at risk	<p>Keysight is committed to comply with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act"). We source materials from organizations that share the same values about human rights, ethics and environmental responsibility which are outlined in Keysight's Supplier Code of Conduct. Keysight expects suppliers to supply materials that are "DRC Conflict Free" which do not contain minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country. Keysight expects key suppliers have implemented conflict minerals policy and program target, and implemented due diligence measures. The company's Conflict Minerals Due Diligence process includes:</p> <ol style="list-style-type: none"> 1. Establishing strong company management system 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

			<p>In addition, Keysight is a participant in the Responsible Materials Initiative and has committed to assess cobalt sourcing and will begin reporting in fiscal year 2021.</p> <p>References:</p> <ul style="list-style-type: none"> • Conflict Minerals Statement • Keysight Conflict Minerals Report • Cobalt Statement
Anti-Corruption			
Bribery and Corruption Litigation	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	<p>Total monetary losses: \$473,157</p> <p>Monetary losses from adjudicative proceedings: 0</p> <p>Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: \$473,157</p>
		Describe the nature and context of all monetary losses as a result of legal proceedings	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.
		Describe any corrective actions implemented as a result of the legal proceedings	<p>As part of the settlement with OFAC, Keysight agreed to maintain certain sanctions compliance measures for at least a five-year period. In addition, upon initial discovery of the conduct at issue in the settlement, Keysight conducted a comprehensive internal investigation, took appropriate disciplinary action, and implemented additional compliance procedures designed to prevent future violations.</p> <p>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.</p>
Anti-Competitive Behavior			
Anti-Competitive Behavior Litigation	RT-EE-510a.3; TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	<p>Total monetary losses: 0</p> <p>Monetary losses from adjudicative proceedings: 0</p> <p>Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0</p>
Other: Economic			
Product Recalls	RT-EE-250a.1	Number of recalls issued, total units recalled	<p>Total recalls issued: 0 Total units recalled 0</p> <p>Total voluntary recalls: 0</p> <p>Total involuntary recalls: 0</p> <p>Keysight equipment is not in scope of the US consumer safety commission activities as we produce industrial/professional equipment only.</p>
Units Produced	RT-EE-000.A	Number of units produced by product category	Keysight produces professional test and measurement equipment and is part of RT-EE-000.A

Environmental			
Materials			
Declarable Substances	RT-EE-410a.1	Percentage of products sold during the reporting period that contain IEC 62474 declarable substances	100%
		Describe any overlap with other regulations on potentially toxic substances	<p>Keysight also meets RoHS and REACH requirements</p> <p>Additional Comments: Keysight's General Specification for the environment provides Keysight's general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging purchased by Keysight worldwide. The restrictions related to Keysight products may be different than those imposed on the individual parts and components, and in some cases exceed regulatory requirements.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight General Specification for the Environment
Product Reporting	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent. Approach to incorporating environmentally focused principles into product design	Keysight products are out of scope for EPEAT which is a global ecolabel for the IT sector. Keysight produces test and measurement equipment for commercial customers.
Energy			
Energy Use	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	<p>Total amount of energy used (GJ): 648,993.7548</p> <p>% of energy supplied from grid electricity: 80.06</p> <p>% of energy supplied from renewable energy: 0.84</p> <p>Total self-generated energy (GJ): 129,397.7268</p>
		Discuss efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes	<p>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.</p> <p>Additional Comments: The total self-generated energy is from the Santa Rosa, CA HQ site. It comprises of a solar array and fuel cell energy system. The fuel cell energy system uses natural gas to generate electricity without combustion - emitting virtually no criteria air pollutants, including NOx or SOx and produces less GHG emissions.</p> <ul style="list-style-type: none"> • Solar output= 5,477.6412 GJ • Fuel cell energy system = 123,920.0856 GJ <p>References:</p> <ul style="list-style-type: none"> • Keysight's Environmental, Health & Safety Commitment
Effluents and Water			
Hazardous Waste Generated and Recycled	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	<p>Total Generated: 215.92 Metric tons</p> <p>Total Recycled: 119.96 Metric tons</p>

			Percent Recycled: 55.56 Additional Comments: Data entered in metric tons.
Environmental Compliance			
End-of-Life Product Management	TC-HW-410a.4; TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled. Percentage of materials recovered and subsequently recycled. Disclose the standard(s) with which the entities you have transferred e-waste to are compliant	As a business to business supplier, our customers utilize their own recycling programs rather than returning their end of life products to Keysight. The last product take back request to Keysight from a customer was received in 2016. Our trade in and trade up program provides a funnel for our refurbished business. References: <ul style="list-style-type: none"> • Keysight Take Back Program • Keysight Trade In
Other: Environmental			
Reportable Spills	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Total number: 0, Quantity kg : 0 Total soil: 0, Quantity kg : 0 Total water: 0, Quantity kg : 0 Total past: 0, Quantity kg : 0 Quantity recovered kg: 0
		Discuss activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing and long-term	None
ENERGY STAR® Products	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Energy Star is only for consumer products and is not applicable to Keysight products.
Renewable Energy-related and Energy Efficiency-related Products	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Keysight's test and measurement equipment is used in the production of renewable energy related products but does not produce renewable energy related products directly.
Social			
Employment			
Total Employees	RT-EE-000.B	Total number of employees	13,777 Employees referred to in this item are permanent employees, including both full time and part time employees. Employee headcount does not include personnel from acquired companies that were not fully integrated in fiscal year 2020.
Labor/Management Relations			
Employee Engagement	TC-SI-330a.2	Employee engagement as a percentage	92%

		Describe the source of your survey, the methodology used to calculate the percentage, and a summary of questions or statements included in the survey or study	<p>Keysight conducts employee surveys using myVoice, 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.</p> <p>In 2020, in response to COVID-19 pandemic, the "Building the New Normal" survey received 5,784 employee's responses, with an amazing 92% in positive results, 5,257 comments and 49,786 employee votes in the survey.</p> <p>Questions were asked to understand the effects of the Covid-19 pandemic, what was the employees' status in terms of health and safety, if they have what they need to work remotely and if they felt that they were being supported by teams, if they see clearly their contributions to the larger mission of the organization, and finally how high is the confidence level of employees in the company's future and what is going to happen next.</p>
		When the survey methodology has changed compared to previous reporting years, indicate results based on both the old and new methods for the year in which the change is made	The myVoice platform takes the pulse of Keysight employees in a quick, modern and engaging way. We are able to designed different themes to survey employees. 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.
		If results are limited to a subset of employees, include the percentage of employees included in the study or survey, and the representativeness of the sample	myVoice invitations are pushed to all Keysight employees. Two myVoice surveys were sent out in 2020. The first one was "Building in New Norm" which received 5,784 employee's responses, overall 92% positive results, and an additional 5,257 answers and 49,786 employee votes. The second one was a follow up check-in survey where 4,077 employees participated with 3,728 respondents and 2,255 answers.
Work Stoppages	TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	<p>Number of work stoppages involving 1,000 or more workers lasting one full shift or longer: 0</p> <p>Total days idle as a result of work stoppages: 0</p> <p>There were no work stoppages involving 1,000 or more workers lasting one full shift or longer.</p>
Occupational Health and Safety			
Direct and Contract Employee Incident Rate	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	<p>Total recordable incident rate (TRIR) for direct employees: 1.08</p> <p>Additional Comments: Keysight does not maintain TRIR for contract employees, or NMFR for Keysight or contract employees.</p>
Diversity and Equal Opportunity			
Employee Representation - Gender	TC-HW-330a.1; TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: US Employees	<p>Management Total Employees: 646, Female: 23%, Male: 77%, Not Disclosed/Available: 0%</p> <p>Technical Staff Total Employees: 2537, Female: 14%, Male: 86%, Not Disclosed/Available: 0%</p> <p>All other employees Total Employees: 1595, Female: 44%, Male: 56%, Not Disclosed/Available: 0%</p>

		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	<p>Management Total Employees: 988, Female: 24%, Male: 76%, Not Disclosed/Available: 0%</p> <p>Technical Staff Total Employees: 4415, Female: 18%, Male: 82%, Not Disclosed/Available: 0%</p> <p>All other employees Total Employees: 3596, Female: 55%, Male: 45%, Not Disclosed/Available: 0%</p>
		Breakout of workforce by Region	<p>Americas Total Employees: 4973, Female: 25%, Male: 75%, Other: 0%, Non-Binary: 0%, Not Disclosed/Available: 0%</p> <p>EMEA Total Employees: 2583, Female: 23%, Male: 77%, Other: 0%, Non-Binary: 0%, Not Disclosed/Available: 0%</p> <p>Asia Pacific Total Employees: 6221, Female: 38%, Male: 62%, Other: 0%, Non-Binary: 0%, Not Disclosed/Available: 0%</p> <p>Additional Comments: Employee headcount not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2020.</p>
Employee Representation - Race/Ethnicity	TC-HW-330a.1; TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: US Employees	<p>Management Total Employees: 646, Asian: 21%, Black or African American: 1%, Hispanic or Latino: 6%, White: 70%, Other: 2%, Not Disclosed/Available: 0%</p> <p>Technical Staff Total Employees: 2537, Asian: 26%, Black or African American: 2%, Hispanic or Latino: 7%, White: 62%, Other: 3%, Not Disclosed/Available: 0%</p> <p>All other employees Total Employees: 1595, Asian: 12%, Black or African American: 3%, Hispanic or Latino: 12%, White: 69%, Other: 4%, Not Disclosed/Available: 0%</p>
		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	<p>Management Total Employees: 988</p> <p>Technical Staff Total Employees: 4415</p> <p>All other employees Total Employees: 3596</p>
		Breakout of workforce by Region	<p>Americas Total Employees: 4973</p> <p>EMEA Total Employees: 2583</p> <p>Asia Pacific Total Employees: 6221</p>
Security Practices			
Data Security Policies	TC-HW-230a.1	Approach to identifying vulnerabilities in the information systems that pose a data security risk	Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. Our information- and cyber- security operations and procedures include a comprehensive ISMS framework inclusive of all legal, physical and technical controls involved in the organization's information risk management processes. This ensures Keysight maintains the confidentiality, integrity, and availability of information and systems in our environment. We continuously invest in our people, processes, and tools to strengthen our security posture to protect both Keysight and stakeholder data.

		<p>A dedicated Information Security and Compliance (ISC) organization owns and operates Keysight's ISMS and reports directly to the company's Chief Information Security Officer (CISO). The program includes functions such as:</p> <ul style="list-style-type: none"> • Information Security Policy Management • Risk Management • Vulnerability Management • Compliance Assurance • Identity and Access Management • Incident Management • Security Awareness and Education • IT Disaster Recovery <p>See Keysight's Borderless Information Security Program to learn more</p>
	<p>Approach to addressing identified data security risks and vulnerabilities</p>	<p>Keysight's security approach includes the following risk mitigation controls:</p> <ul style="list-style-type: none"> • Security Programs – Product, Borderless Information, Government, Physical and Site, and Supply Chain security programs, along with Data Privacy and Enterprise Risk Management programs together provide end-to-end management of the company's security commitments. • Supporting Information Management Systems – Security policies, regulatory, and compliance are documented across supporting information management systems, as noted below, providing a strong governance structure that ensures Keysight meets all applicable laws, certification requirements and accreditations including: <ul style="list-style-type: none"> - ISO 27001:2013 Certification for Information Security Management System (ISMS) - UK Cyber Essentials PLUS Certification - PCI-DSS Certification - Enterprise-wide information security policies based on the NIST SP800-171 framework • Business Management System; ISO9001:2015, AS9100D:2016, ISO/IEC17025 • Environmental Occupational Health & Safety Management System; ISO14001:2015
	<p>Describe products and services, if relevant, that specifically enable enhanced data security for users or features</p>	<p>Faster, more reliable communications, connected devices, and AI technologies support emerging innovations across multiple applications, including crisis management, community security, healthcare, next-generation aeronautics, autonomous vehicles, and smart devices. Such applications connect and secure global communities by providing the technology needed to quickly and efficiently address privacy rights and safety threats.</p> <p>The ubiquitous use of networked data, devices and AI technologies for these purposes, however, also open the door to vulnerabilities that can result in new, unintended safety issues and privacy implications.</p> <p>Keysight solutions test performance, validate security, and monitor deployments of these technologies in real-time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby maintaining end user safety, security and privacy as applications are scaled to connect and secure the planet.</p>
	<p>Observed trends in type, frequency, and origination of data security and information systems attacks</p>	<p>In 2020, cyber threats around the world continued to evolve with greater complexity, severity, and impact to businesses. In the past few months, there has been a notable increase in ransomware attacks and threats, particularly those focused on COVID-19 related fraud and scams.</p>

		Alignment with external standards or frameworks and/or legal or regulatory frameworks for managing data security	<p>Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements and accreditations including:</p> <ul style="list-style-type: none"> • ISO 27001:2013 Certification for Information Security Management System (ISMS) • UK Cyber Essentials PLUS Certification • PCI-DSS Certification • Enterprise-wide information security policies based on the NIST SP800-171 framework <p>References:</p> <ul style="list-style-type: none"> • Keysight Security Brief • Keysight's Borderless Information Security Program • Cyber Security Month - CSR Blog • Keysight CSR - Our Solutions
Customer Privacy			
Customer Information Use	TC-SI-220a.2	Number of customers whose information is used for secondary purposes	<p>Keysight's policy is that all processing of customer or potential customer personal data shall be consistent with Keysight's Customer Privacy Statement, which explains how Keysight collects, uses, shares, and protects customer and potential customer personal data.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight Global Data Privacy Policy PDF • Keysight Technologies Customer Privacy Statement
Data Breaches	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	<p>Total number of data breaches: 0</p> <p>Percent of data breaches involving personally identifiable information: 0</p> <p>Total number of unique customers affected by data breaches, including those whose personal data was compromised: 0</p> <p>Describe the corrective actions taken in response to data breaches: N/A</p> <p>Disclose policy for disclosing data breaches to affected customers in a timely manner: Processes are in place to notify impacted stakeholders during and after a reportable event.</p> <p>References:</p> <ul style="list-style-type: none"> • Keysight's Borderless Information Security Program

		<p>Describe the approach to identifying vulnerabilities in the systems that pose a data security risk</p>	<p>Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. Our information- and cyber- security operations and procedures include a comprehensive ISMS framework inclusive of all legal, physical and technical controls involved in the organization's information risk management processes. This ensures Keysight maintains the confidentiality, integrity, and availability of information and systems in our environment. We continuously invest in our people, processes, and tools to strengthen our security posture to protect both Keysight and stakeholder data.</p> <p>A dedicated Information Security and Compliance (ISC) organization owns and operates Keysight's ISMS and reports directly to the company's Chief Information Security Officer (CISO). The program includes functions such as:</p> <ul style="list-style-type: none"> • Information Security Policy Management • Risk Management • Vulnerability Management • Compliance Assurance • Identity and Access Management • Incident Management • Security Awareness and Education • IT Disaster Recovery <p>See Keysight's Borderless Information Security Program to learn more.</p>
		<p>Describe the approach to addressing identified risks and vulnerabilities related to data security</p>	<p>Keysight's security approach includes the following risk mitigation controls:</p> <ul style="list-style-type: none"> • Security Programs – Product, Borderless Information, Government, Physical and Site, and Supply Chain security programs, along with Data Privacy and Enterprise Risk Management programs together provide end-to-end management of the company's security commitments. • Supporting Information Management Systems – Security policies, regulatory, and compliance are documented across supporting information management systems, as noted below, providing a strong governance structure that ensures Keysight meets all applicable laws, certification requirements and accreditations including: <ul style="list-style-type: none"> - ISO 27001:2013 Certification for Information Security Management System (ISMS) - UK Cyber Essentials PLUS Certification - PCI-DSS Certification - Enterprise-wide information security policies based on the NIST SP800-171 framework • Business Management System; ISO9001:2015, AS9100D:2016, ISO/IEC17025 • Environmental Occupational Health & Safety Management System; ISO14001:2015
		<p>Describe the risk management standards for use of third-party cybersecurity</p>	<p>Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements and accreditations including:</p> <ul style="list-style-type: none"> • ISO 27001:2013 Certification for Information Security Management System (ISMS) • UK Cyber Essentials PLUS Certification • PCI-DSS Certification • Enterprise-wide information security policies based on the NIST SP800-171 framework

		Discuss observed trends in type, frequency, and origination of data security and information systems attacks	<p>In 2020, cyber threats around the world continued to evolve with greater complexity, severity, and impact to businesses. In the past few months, there has been a notable increase in ransomware attacks and threats, particularly those focused on COVID-19 related fraud and scams.</p> <p>References:</p> <ul style="list-style-type: none"> • Cyber Security Month - CSR Blog • Keysight CSR - Our Solutions • Keysight Security Brief • Keysight's Borderless Information Security Program
Other: Social			
Product Safety Litigation	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	<p>Total monetary losses: 0</p> <p>Monetary losses from adjudicative proceedings: 0</p> <p>Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0</p>

ADDITIONAL CSR RESOURCES & NOTICES

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See Keysight's CSR Resources listing for all available public resources. Below are links to key documents and materials:

- [Keysight 2020 General Reporting Initiative \(GRI\) Standards Data Report](#)
- [Keysight Corporate Social Responsibility web page](#)
- [Key CSR Topic Documents](#)
- [CSR Blog Posts](#)
- [CSR News, Awards, and Recognition](#)

Materiality References

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.

Contact Us

Please send any comments or questions about this report to Corporate.Social-Responsibility@keysight.com



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