



Corporate Social Responsibility Progress Report

Fiscal Year 2024



Letter From Our CEO

As we mark the conclusion of Keysight's first decade with the close of fiscal year 2024, I take great pride in our enduring commitment to building a better planet.

This 2024 CSR Progress Report highlights our continued efforts to drive innovation, uphold ethical and sustainable business practices, and contribute to societal prosperity.

From pioneering solutions that connect and secure the world to our global corporate social responsibility (CSR) framework rooted in integrity and responsibility, Keysight remains dedicated to making a meaningful impact. Since our inception, we have strived to be an economic, intellectual, and social asset to the global community. Our early advancements in electronic measurement technology played a pivotal role in shaping the electronics, networking, and security industries. Today, technology continues to be a driving force in building a more sustainable and secure future, and Keysight is at the forefront of enabling these advancements.

In fiscal year 2024, we made significant contributions across the clean tech, social impact and wellness, and safety and security sectors. We played a key role in validating new energy efficiency measurement models and collaborated with industry leaders to develop and support emerging technology standards and regulatory requirements.

Our vision for a sustainable future extends beyond technology — we look both outward and inward. Our community engagement efforts have focused on advancing societal wellbeing through health and human services, environmental sustainability, and technology skills development. Over the past decade, Keysight has committed more than \$2.9 billion to strengthening communities, including \$295 million in fiscal year 2024 alone.

In science, technology, engineering and math (STEM) education, our commitment to nurturing future innovators remains strong. Since our founding, Keysight has engaged over 7.9 million students, future engineers, and technology learners, helping foster a skilled and talented workforce. In fiscal year 2024 alone, we provided STEM education opportunities to over 4.4 million students.

We remain committed to attracting, developing, and retaining a high-performing workforce. In fiscal year 2024, we continued our efforts to build a workplace that reflects the broad range of perspectives and talents needed to drive innovation and long-term success.

On the environmental front, Keysight remains committed to sustainable operations. We are progressing toward our goal of net zero emissions by 2040, with a key milestone in 2024 — finalizing a virtual power purchase agreement for 39 megawatts (MW) of solar power in the US. With approved science-based targets (SBTs), we are actively working to reduce our operational greenhouse gas emissions in alignment with a 1.5°C trajectory and encouraging customers to adopt their own SBTs.

CSR has always been integral to Keysight's identity, and as we look ahead, our dedication to societal prosperity, sustainability, and transparency remains unwavering. We are preparing for evolving regulatory disclosure requirements and continue to prioritize open engagement with our stakeholders. Our recognition on *TIME* and Statista's World's Most Sustainable Companies, *Barron's* 100 Most Sustainable US Companies, the Dow Jones Sustainability Index, and the MSCI ESG Leaders indices reflects our steadfast commitment to responsible business practices.



As market needs and technologies evolve, so will Keysight. Our spirit of accelerating innovation is embedded in everything we do, and I am proud that we continue to uphold the values of the Keysight Leadership Model — driving breakthroughs that help create a better, more sustainable world.

Satish Dhanasekaran
President and Chief Executive Officer



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CHAPTER 1

State of the Business



State of the Business

Keysight is committed to advancing its customers' business success by helping them solve critical challenges in developing and commercializing their products and services.

In a world of ever-increasing technological complexity, Keysight's mission is to accelerate innovation to connect and secure the world through a broad range of design, test, and emulation solutions that inspire and empower innovators to bring world-changing technologies to life.

The accelerating pace of technological innovation and engineering intensity are long-term secular drivers of demand for the company. Keysight serves global customers in over 100 countries across a wide range of industries, including communications, aerospace defense, government, automotive, energy, industrial, general electronics, and semiconductors. Keysight's portfolio of hardware, software, and services enables customers' engineering workflows as they design, manufacture, deploy, and optimize their products and solutions.

Keysight's business strategy is exemplified in four key objectives:

- Invest to deliver differentiated, first-to-market solutions.
- Capture opportunities in our served addressable markets and expand in attractive adjacencies.
- Grow recurring revenue.
- Be good stewards of capital.

The fundamental elements of Keysight's strategy and culture are represented in the Keysight Leadership Model (KLM), which provides a framework for sustained value creation for customers, shareholders, and employees. The KLM centers on delivering customer success via a continuous activity system and core values that guide and drive our actions as a company and as individuals.

Corporate social responsibility (CSR) is a core element of the KLM. As such, Keysight employs the principles of a circular economy in its product life cycle and implements sustainable practices throughout its operations. At the same time, its products, solutions, and services enable innovations that help connect and secure the world in key purposeful technology markets such as clean technology, social impact and wellness, and safety and security.

Keysight's CSR progress continues to receive external recognition that validates our efforts and impact. In fiscal year (FY) 2024, the company continued to be listed in the MSCI ESG Leaders Indexes¹, the FTSE4Good Index Series², and as a North American index component of the Dow Jones Sustainability Index (DJSI). We continued to receive the highest ISS QualityScore for Social and Environment throughout FY 2024 and received a AAA rating in MSCI's ESG Ratings assessment¹. In addition, Keysight ranked on *TIME* and Statista's World's Most Sustainable Companies of 2024 and JUST Capital recognized Keysight in its 2024 JUST 100 Ranking of America's Most JUST Companies.

Looking ahead, Keysight remains well-aligned with the fastest growing technology and sustainability-linked end markets and will continue to enable breakthroughs in purposeful technology innovation. From an ethical business and governance perspective, Keysight understands the need to maintain transparency in its CSR progress and performance.

This report, along with its accompanying data report, provides impact details by disclosing against key voluntary reporting frameworks and prepares Keysight to address related regulatory disclosure requirements as they roll out worldwide. As always, Keysight will continue to focus on creating value for customers, shareholders, employees, and communities while moving forward with a continuous improvement approach to 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.

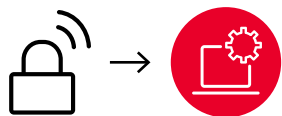
CHAPTER 2

CSR Vision and Strategy

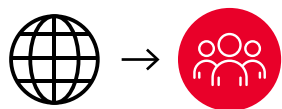


BUILD A BETTER PLANET

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.



PURPOSEFUL TECHNOLOGY:

Accelerating Innovation to Connect and Secure the World

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

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

Clean tech innovation

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

Keysight empowers the clean tech revolution by providing solutions for automotive, energy, networking, communications, power reduction, and IoT companies. These solutions help businesses design, test, manufacture, and monitor their next generation, environmentally sustainable products and services.

For example, Keysight's comprehensive regenerative power supply portfolio and innovative battery emulators are widely used to develop new energy storage systems and charging solutions for the electromobility ecosystem.

In addition to delivering solutions that support development of purposeful technologies, Keysight also helps companies address emerging energy efficiency measurement and regulatory requirements.

For example, in FY 2024:

- Keysight enabled Pegatron 5G to test and validate its Open Radio Unit (O-RU) advanced energy savings features using European Telecommunications Standards Institute (ETSI)-specified energy measurement methods. By utilizing Keysight's E-Plane ETSI Test Suites to evaluate the energy efficiency of its PR1450 O-RU solution, Pegatron 5G was able to achieve a 40% reduction in power consumption while adhering to O-RAN energy saving requirements and the ETSI ES 202 706-1 and ETSI TS 103 786 energy measurement methods. This will significantly reduce network operating costs and ensure compliance with environmental targets. This is important because most mobile network energy (76%³) is consumed in the radio access network (RAN). As such, improving efficiency is a strategic priority for operators.³
- Keysight teamed up with SmartViser to provide device makers with a solution to test the Energy Efficiency Index (EEI) of smartphones and tablets to meet the European Union's energy labeling mandate. Under the Delegated Regulation (EU) 2023/1669, all smartphones and tablets sold in the EU after June 20, 2025, must have an EEI label. Keysight's general manager for device acceptance solutions, Mutha Kumaran, commented that "Not only will this help device makers achieve superior performance that will drive consumer preference for their products, but it will also address key sustainability challenges."⁴

3. "Keysight Propels Pegatron 5G to Transform Power Efficiency for Open RAN," Keysight Technologies, Inc., October 18, 2024

4. "Keysight and SmartViser Enable Testing for EU Energy Efficiency Index Labeling Regulation," Keysight Technologies Inc., June 11, 2024

Social impact and wellness

Technology provides a gateway to community prosperity. Smart cities enable optimized community services; smart agriculture bolsters food security; wearables and healthcare devices promote wellbeing; mission-critical communications ensure first-responders stay connected in crises; and technologies such as artificial intelligence (AI), virtual reality (VR), and automation enable workforces to flourish. Quality, interoperability, and high performance are critical in delivering prosperity through technology, while educating next-generation technologists is crucial to ensuring future skill sets can meet tomorrow's challenges.

Keysight supports positive social impact and wellness by providing solutions that test and validate designs, simulate and measure real-world conditions, and monitor infrastructure deployments. The company also provides equipment, software, and resources to prepare tomorrow's engineers for the next technological revolution. As a leader in these technologies, Keysight often partners with others to drive industry approaches and standards.

For example, in FY 2024:

- Keysight joined the US Commerce Department's AI Safety Institute Consortium. Along with 200 other industry leaders, Keysight will support the development, deployment, and responsible use of safe and trustworthy AI.⁵

Safety and security

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 address privacy rights and safety threats quickly and efficiently. However, the ubiquitous use of networked data, devices, and AI technologies for these purposes also opens the door to vulnerabilities that can result in new, unintended safety issues and privacy implications.

Keysight solutions test performance, validate security, and monitor deployments of such technologies in real time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby supporting end-user safety, security, and privacy as



applications are scaled to connect and secure the world. As a leader in this space, Keysight solutions not only aid development in this space but also help support emerging standards and meet regulatory requirements.

For example, in FY 2024:

- Keysight joined the Joint Cyber Defense Collaborative (JCDC), expanding its current partnership with the US government to enhance the nation's cybersecurity resiliency. Leveraging 20 years of cybersecurity testing and threat intelligence research, Keysight will support JCDC's mission of uniting the global cyber community in the collective defense of cyberspace.⁶
- Keysight's acquired device security research lab, Riscure Security Solutions, received formal approval from the Netherlands Vehicle Authority (RDW) to become a designated technical service provider and can now conduct vehicle-type approval evaluations under UN R155 / R156 regulations, which went into effect in July 2024. The regulations establish cybersecurity and software update requirements to strengthen the safety and security of automotive systems.⁷

5. "Keysight Joins U.S. Commerce Department's AI Safety Institute Consortium," Keysight Technologies, Inc., February 15, 2024

6. "Keysight Joins the Joint Cyber Defense Collaborative to Enhance Cybersecurity for Critical Sectors," Keysight Technologies, Inc., August 14, 2024

7. "Keysight Designated Technical Service Provider for United Nations Automotive Cybersecurity and Software Regulations," Keysight Technologies, Inc., May 1, 2024

Global CSR Business Framework

Keysight's business and CSR efforts are synergistic in achieving the company's vision of creating long-term value for business stakeholders while striving to positively impact the global community through its solutions, services, and CSR program. The company uses a robust, multi-pronged CSR business framework that is managed both across and through

the corporate hierarchy. It also engages external expertise — including third-party expert engagements, peer, and best-in-class benchmarking — as well as monitors industry and societal developments to inform actions and support continuous improvement.

The key tenets of Keysight's CSR business framework are:



Support efforts that help the planet and company thrive by mapping these efforts to business commitments and measuring progress through key impact goals across environmental sustainability, positive social impact, and ethical business and governance.



Engage company values and Keysight stakeholders to align efforts throughout 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 that provide an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit.



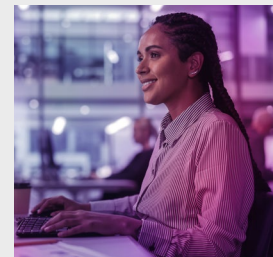
Ethical Governance



The Environment



Our Solutions



Our People



Responsible Sourcing



Communities

Foundational 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 CSR efforts are aligned and measured for the company to create long-term value for business stakeholders and 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 foundational pillars.



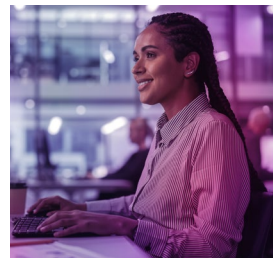
The Environment

Keysight prioritizes natural resource conservation, greenhouse gas (GHG) emission reduction, waste minimization, and pollution prevention, partnering with suppliers and contractors to better achieve these goals. Its ISO 14001:2015-certified environmental management system drives continuous reduction of adverse environmental impact from operations.



Our Solutions

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



Our People

Keysight values a respectful work environment where all employees are provided challenging assignments, development opportunities, competitive salaries, and a safe environment. The company's ISO 45001:2018-certified Health and Safety Management System demonstrates its commitment to providing a safe and compliant work environment.



Responsible Sourcing

Keysight has strong partnerships with strategic suppliers to enable mutual success and support a shared commitment to leadership in sustainable practices, technology, and business operations.



Communities

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

CHAPTER 3

FY 2024 Impact Progress



Key Impact Results for FY 2024

Keysight's CSR key impact measures provide a framework to track the company's progress and commitment to helping build a better planet. Our FY 2024 results, noted below, exemplify this endeavor.

<p>ZERO</p> <p>material negative impacts to the income statement from CSR-related efforts, meeting goal.</p>	<p>Progress made</p> <p>toward net zero emissions in company operations by the end of FY 2040.</p>	<p>\$295M+</p> <p>in value committed to strengthening communities, exceeding the goal of \$250M.</p>
<p>4.4M+</p> <p>students, future engineers, and technology skill learners engaged through STEM education, exceeding the goal of 2M.</p>	<p>57.5%</p> <p>of US new hires were underrepresented minorities (URMs)⁸.</p>	<p>32.8%</p> <p>of global new hires were women.</p>



8. Keysight used the following definition of underrepresented minorities (URMs) for FY 2024: Employees in the US who identify as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native Hawaiian, Native American, Alaska native, or two or more races, or as lesbian, gay, bisexual, or transgender.

Ethical Business and Governance

Keysight's commitment to conducting business with uncompromising integrity is not only expected by its stakeholders, but it is fundamentally the right thing to do.

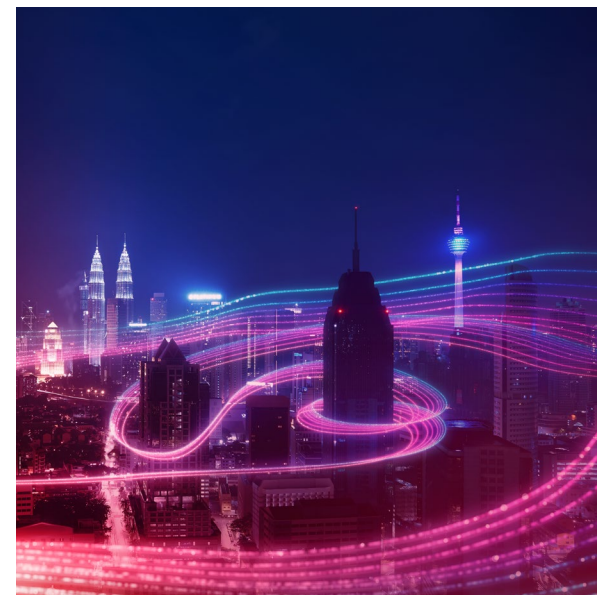
Ethical governance is integral to Keysight's core values and company culture, and Keysight's leadership team is responsible for keeping ethics and integrity at the center of all the company's business operations. Keysight employees are expected to uphold these values in their daily work. Keysight's Standards of Business Conduct (SBC) sets the foundation for employees to understand their legal and ethical obligations and governs Keysight's dealings with customers, competitors, suppliers, and third-party partners. Keysight also maintains detailed strategic and operational policies and procedures that support transparency, sustainability, and legal compliance.

Within this overall framework, Keysight's Board of Directors provides general oversight over the company's environmental, social, and governance (ESG) programs, reviewing Keysight's ESG strategy to ensure alignment with the company's long-term value creation strategies. The Audit and Finance Committee of the Board of Directors evaluates Keysight's environmental risks, opportunities, strategies, and long- and short-term goals (including our net zero commitments and targets through the Science Based Targets initiative) and monitors the financial impact of these initiatives. The Audit and Finance Committee also oversees the company's ethics and compliance initiatives, including SBC matters and legal compliance programs, reviews issues related to Keysight's compliance with environmental laws and regulations, and evaluates risks and opportunities related to information security.

With extensive operations all over the world, Keysight complies with regulations governing data privacy, requiring

careful handling of internal data. Keysight maintains internal policies and procedures designed to adhere to global data privacy requirements and devotes resources to keeping up with changing data privacy regulations. With respect to information security, Keysight applies an enterprise-wide, risk-based approach that enables us to assess, identify, and manage risk exposures, including material risks from cybersecurity threats, in a timely manner. Our information security operations and procedures provide a comprehensive Information Security Management System ("ISMS") that enables us to maintain the confidentiality, integrity, and availability of information and systems in our environment.

Keysight requires our suppliers to adhere to environmental and social responsibility principles aligned with those valued in our company. Keysight has strong partnerships with strategic suppliers to support mutual success and commitment to leadership in sustainable practices, technology, and business operations. Keysight's responsible sourcing program has been developed by benchmarking against external standards, including the Responsible Business Alliance (RBA) Code of Conduct, 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 as evidenced by the company's Gold Medal EcoVadis Sustainability Rating in December 2023.



FY 2024 impact highlights:

- No material negative impacts to Keysight's balance sheet related to CSR topics.
- Data security and privacy initiatives resulted in no material identified leaks, thefts, or losses of customer data.
- Continued distribution of Keysight's Supplier Code of Conduct to all suppliers, including through targeted communications to new suppliers during the supplier onboarding process.
- Keysight assessed ESG risks across suppliers, with over 6,000 suppliers monitored in total.
- There were 30 key suppliers that either have set targets or have committed to SBTi.
- Conflict Minerals Program continued to implement an annual survey using the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Templates (CMRT).

Environmental Sustainability

Keysight recognizes that climate change presents significant economic, social, and environmental challenges and is committed to doing its part to help mitigate the worst impacts of the climate crisis.

Accordingly, the company's climate change strategy and goal to achieve net zero greenhouse gas (GHG) emissions in scopes 1 and 2 by the end of FY 2040 is aligned with the Paris Agreement's preferred goal to limit global warming to 1.5 degrees Celsius. Our climate-related goals and achievements provide certainty about the company's strategic direction in environmentally sustainable operations. We set ambitious GHG emissions reduction, energy reduction, and renewable electricity targets to prepare the company for a low-carbon future, including:

- **Energy Reduction:** A 10% energy reduction through efficiency by the end of FY 2030 and a 20% reduction by FY 2040 (FY 2019 baseline).
- **Renewable Electricity:** Achieving 55% renewable electricity by the end of FY 2030 and 100% renewable electricity by FY 2040.
- **Science Based Targets (SBTs):** Keysight commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY 2030 from a FY 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by FY 2028. Keysight's near-term SBTs were approved by the Science Based Targets initiative (SBTi) in October 2023.

FY 2024 impact highlights:

Renewable Electricity:

- Keysight signed a virtual power purchase agreement (VPPA) with Southern Power, a leading US wholesale energy provider and a subsidiary of Southern Company, to acquire renewable energy credits produced by a 39 MW portion of the Phase III expansion at the Millers Branch Solar Facility.
- Keysight's portion of the project, which is expected to achieve commercial operation in the first quarter of Keysight's FY 2027, is estimated to generate renewable electricity equivalent to 100% of the company's electricity consumption in the United States and Canada. This commitment will result in significant progress towards Keysight's renewable electricity initiatives, near-term science-based targets, and the goal to achieve net zero GHG emissions in company operations by FY 2040.
- Keysight purchased Environmental Attribute Credits to cover 100% of electricity consumption for sites in Spain and Böblingen, Germany, through partnerships with local utility providers.
- Keysight uses renewable electricity from the onsite solar system at the new location in Bochum, Germany.



Energy Reduction:

Keysight's roadmap towards net zero emissions and near-term energy and emissions reduction targets prioritize energy reduction. Keysight implements energy and emissions reduction projects and initiatives each FY through a dedicated budget for energy efficiency improvements and a coordinated global strategy. As part of the company's efforts in energy conservation and reduction, in FY 2024, Keysight implemented over 15 conservation infrastructure projects worldwide. Energy conservation projects included heating, ventilation, and air conditioning (HVAC) efficiency improvements, and lighting system upgrades. The company's efforts in FY 2024 resulted in an estimated 3,600 MWh of annual energy savings and over 1,400 tCO₂e.

Scope 3:

As progress towards the company's scope 3 customer engagement SBT, Keysight launched its customer sustainability engagement program in 2024, promoting near- and long-term target setting and providing resources to support the commitment. In 2024, approximately 15% of customers by emissions now have their own SBTs in place.

Beyond our net zero and scope 3 emission reduction efforts, we actively work to conserve natural resources, promote healthy ecosystems, and uphold environmental responsibility.

Community Engagement and Corporate Citizenship

As a long-standing value of Keysight's corporate culture, positive social impact efforts are pervasive across the company.

Individuals, teams, functions, and cross-organizational endeavors are built on a foundation of social responsibility, which is reflected in the company's policies, operational procedures, and community engagement goals.

Keysight's worldwide community engagement programs tangibly demonstrate the company's values and commitment to corporate citizenship, while directly supporting its social impact goals. The aim of these programs is to help build a better planet by contributing to the communities where Keysight operates and actively encourage employees to get involved in local and global volunteer efforts.

The company's community engagement and investment goals are set annually at the corporate and local site levels and focus on STEM education, health and human services, and environmental sustainability.

With a focus on strengthening local and global communities, Keysight ended FY 2024 having surpassed its annual citizenship goal of \$250 million by contributing more than \$295 million in value through citizenship, giving, STEM education, and university engagements.

FY 2024 impact highlights:

- Donated more than \$1.9 million to multiple organizations worldwide through the company's matching of employee donations, community grants, disaster relief, and site-based community engagements. Through Keysight's annual Giving

Program, which provides employees a means to give to charities around the world through financial contributions, Keysight employees worldwide gave an additional \$1.5+ million.

- Supported Hurricane Helene and other health and human services relief efforts.
- Volunteered 1,225 hours in CSR and community engagement. This was accomplished through employees working together to volunteer in their local communities either individually, as teams, or through the company's 18 Employee Network Groups (ENGs), which are open to any employee that wishes to join. All ENGs have volunteerism as a key element of their annual plans and often align with the particular group's values and corporate community focus areas. For example, in FY 2024, ENGs organized 10 environmental clean-ups around the globe, partnered with 26 community organizations to provide volunteer support in STEM learning, provided food for under-resourced communities, and supported the development of women engineers and underrepresented communities.
- Continued to support employee volunteerism globally through approved volunteer activities during work hours (including four hours per month for North America employees), offering guidance and resources to implement volunteer activities, and supporting the Keysight After School program and multiple university engagements.



STEM Education Engagement

At the intersection of community engagement, citizenship, and volunteerism are Keysight's STEM education efforts which span primary and secondary school levels, technical skill learners, and university relations.

With the intention of helping drive community prosperity through higher-wage skills building, the company's work in this space supports the development of a future skilled technology workforce not only for Keysight but also for its customers and the broader technology industry.

FY 2024 impact highlights:

- Engaged more than 4.4 million students, future engineers, and technology skill learners through these programs. With a target based on reach, the company continued to fine-tune strategic partnerships.
- Delivered approximately 780 STEM education experience kits to engage more than 1,200 primary and secondary education students around the world as part of the company's flagship Keysight After School program. This program provides materials and lesson plans across several electronics, physical, and earth-science experiments that employee volunteers deliver in after-school settings. After completing their experiments, students are encouraged to take their finished project with them, providing an opportunity for them to continue learning the concepts presented, share the project with family and friends, and show their teachers.
- Onboarded more than 480 paid university interns across technology and non-technology roles. This is just a part of Keysight's robust university relations and engagement programs, which span multiple support areas, including discounted and donated

equipment, complimentary student software licenses, research partnerships, and opportunities to engage with our employee volunteers as guest professors and speakers.

Recognizing that all students do not have equal access to educational resources, Keysight, in FY 2024, also invested in and engaged strategic partners that embraced its shared vision of STEM education. In FY 2024, our signature STEM education partnerships included:

- Discovery Education's STEM Careers Coalition, an alliance of organizations bridging the gap between industry and classroom to prepare the workforce of tomorrow.
- Learning Undeclared, who bring deep-impact STEM learning experiences for students to spark interest in STEM careers, build the workforce that will drive the innovation economy, and bridge school, community, health and business in the US.
- IEEE's TryEngineering, which aims to empower educators and volunteers to foster the next generation of technology innovators with resources, lesson plans, and activities that engage and inspire.



Employee Engagement

Keysight remains committed to fostering a work environment of opportunity for all employees.

In FY 2024 it did this by setting aspirational goals, transparently reporting on progress, continually assessing the efficacy of its efforts, implementing new initiatives, and actively engaging employees across its global workforce.

Keysight remains at the cutting edge of innovation and stays ahead of stakeholder expectations, remaining committed to fostering an environment where all employees feel welcome and can contribute to the company mission.

Employee engagement is crucial to our success and sustainability as it directly impacts productivity, morale, and business performance. Engaged employees are more committed to their work, exhibit higher levels of motivation, and are more likely to go above and beyond their job responsibilities. This leads to increased innovation, better customer service, and higher quality of work. Moreover, engaged employees tend to have lower absenteeism and turnover rates, which reduces recruitment and training costs. They also foster a positive work environment, enhancing teamwork and collaboration. Ultimately, a highly engaged workforce drives organizational growth and helps build a strong, competitive advantage in the market.

In FY 2024, Keysight made progress in talent management, building an environment where employees can thrive.

FY 2024 impact highlights:

- Providing competitive pay based on an individual's role and experience is a critical element of creating a workplace where employees feel their contributions are valued. We achieved near pay parity across our organization.
- Close to one-third of all Keysight employees participated in Keysight ENGs in FY 2024. Keysight maintains 18 ENGs across six countries. Membership in ENGs is open to all employees.
- Keysight maintained scholarship programs in partnership with the Mathematics Engineering Science Achievement (MESA) association.
- In FY 2024, Keysight completed a global, mandatory training program for managers that covered best practices and compliance for recruiting and hiring within the law. After the training, 93% of participants reported that the program was effective in clarifying legal guidelines.



Foundational Pillar Impact Results

In addition to the previously referenced key impact results, the following are additional FY 2024 highlights from each of Keysight's foundational pillars. All public documents are available on the [Keysight CSR Resources Hub](#).



Ethical Governance

- Achieved 100% completion of the annual Standards of Business Conduct training for the 10th consecutive year.
- Maintained Keysight's Ethics Management System to enable continuous improvement of the company's ethics and compliance program while supporting its commitment to transparency, sustainability, and legal compliance.
- Successful completion of Keysight's obligations under the company's 2021 Consent Agreement related to the International Traffic in Arms Regulations ("ITAR"), resulting in the formal closure of this matter with the US Department of State's Directorate of Defense Trade Controls.

Related resources:

- [Ethical Governance Overview](#)
- [Keysight Standards of Business Conduct](#)
- [Keysight Security - Keysight's Commitment to Security in a Connected World](#)



The Environment

- Named by *TIME* magazine as one the World's Most Sustainable Companies of 2024; Newsweek's America's Greenest Companies 2025 and Barron's 100 Most Sustainable US Companies 2024.
- Maintained an 80% diversion rate from landfill for solid waste globally.
- Added beehives in Colorado Springs, CO to enhance pollinator programs that produced over 80 pounds of honey that was shared with site employees.
- Recognizing the critical role of pollinators in our ecosystem, the Santa Rosa, CA site partnered with the Xerces Society for Invertebrate Conservation to plant over 100 milkweed plants, creating a habitat for monarch butterflies on-site. In addition, employees had the opportunity to engage directly with an invertebrate biologist to learn more about conservation efforts with monarch butterflies and other pollinators.
- Commissioned over 1.1 km of pipeline for new system to utilize filtered river water for irrigation at the Penang, Malaysia site.

Related resources:

- [The Environment Overview](#)
- [Keysight's Response to Climate Change Brief](#)
- [Keysight's Water Use and Stewardship Brief](#)
- [TCFD Report](#)



Our Solutions

- Revised the General Specification for the Environment (GSE) to reflect the current substance restrictions applicable to Keysight's industry sector. These specifications are used to restrict or prohibit certain substances as constituents of parts, components, and materials in products and packaging.
- Released multiple new products and solutions across clean tech, social impact and wellness, and safety and security.

Related resources:

- [Our Solutions Overview](#)
- [Keysight Environmental Compliance Framework](#)
- [Keysight Circular Economy Contributions](#)
- [Product Take-Back Program](#)
- [Quality and Security](#)
- [Product Material Environmental Specifications](#)
- [General Specification for the Environment](#)
- [Keysight Industry information](#)



Our People

- Certified as a “great place to work” for the seventh consecutive year by the independent analysts at Great Place to Work®.
- Maintained best in-class standard with an FY 2024 global injury / illness rate of 0.21.
- Keysight had a 5.9% voluntary attrition rate and a global job acceptance rate of 89.8%.
- Completed Keysight Leadership Model (KLM) training for 76% of new hires and for an additional 2% of existing employees to maintain alignment to the company’s operational philosophy.
- Employees completed approximately 227,000 courses through continuous learning and virtual environment tools.
- All employees (100%) completed Keysight Value Creation Plans (VCP). VCPs support the setting of individual business and development objectives, mid-year employee and manager updates, and conclude with year-end employee and manager summaries and employee acknowledgement.
- Maintained 18 employee network groups that are open to all employees, serving approximately 4,500 members worldwide.

Related resources:

- [Our People Overview](#)
- [Global Human Rights and Labor Standards Policy](#)
- [Sustainability and Environmental Health & Safety Commitment](#)
- [Commitment to Learning and Development](#)



Responsible Sourcing

- Maintained Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements.
- Distributed the Supplier Code of Conduct to all suppliers and communicated it to new suppliers during the supplier onboarding process.
- Enhanced transparency in our supply chain sustainability performance by having more than 400 suppliers completed a sustainability assessment.
- All major suppliers completed RBA self-assessment questionnaires.
- RBA Validated Assessment Protocol (VAP) audits were conducted at 28 supplier facilities. We also assessed onsite service providers using the RBA Labor Assessment.
- All strategic contract manufacturers completed the Supplier Performance Review with a sustainability score above the acceptance threshold.
- Organized five training sessions to educate internal procurement specialists and external suppliers on our policies in this space.

Related resources:

- [Responsible Sourcing Overview](#)
- [Supplier Code of Conduct](#)
- [Keysight’s Supply Chain Management](#)
- [Supplier Resources](#)



Communities

- Extended programs to new company sites joining through acquisitions to provide support for new local Keysight communities.
- Extended employee donations matches to more sites around the world.

Related resources:

- [Communities Overview](#)
- [STEM education outreach](#)
- [Keysight Education Programs](#)

2024 CSR Awards and Recognition

See our online [CSR News, Awards and Recognition](#) listing for the most current acknowledgements. Below is a sampling of Keysight's 2024 CSR-related awards and recognition:

- Continued constituency in multiple ESG indexes including:
 - Member of Dow Jones Sustainability Index North America
 - Constituent of MSCI ESG Leaders Indexes⁹
 - Constituent of FTSE4Good Index Series¹⁰
- Received a rating of AAA in the MSCI ESG Ratings assessment⁹
- Continued to receive the highest Institutional Shareholder Services Inc. (ISS) QualityScore for the categories of social and environment
- Certified as a great place to work for the seventh year in a row by the independent analysts at Great Place to Work[®]
- *TIME* World's Most Sustainable Companies of 2024
- *Barron's* 100 Most Sustainable U.S. Companies 2024
- 2024 JUST 100 Ranking of America's Most Just Companies; #1 industry Leader
- 3BL's 100 Best Corporate Citizens 2024
- America's Climate Leaders 2024 by *USA Today*



9. The use by Keysight Technologies, Inc. of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Keysight Technologies, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

10. 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.

CHAPTER 4

Looking Forward in CSR



FY 2025 Key Impact Goals

Ethical Business and Governance	Environmental Sustainability		Community Engagement And Corporate Citizenship	
Zero Material negative impacts to the income statement from CSR-related topics annually	Net zero GHG emissions in scopes 1 and 2 by end of FY 2040		\$250 Million In value committed to strengthening communities in FY 2025	> 2 Million Students, future engineers, and technology skill learners engaged through STEM education in FY 2025
	55% Renewable electricity by end of FY 2030	10% Energy reduction (per FY19 baseline) by end of FY 2030		
Governance This target supports alignment to ethical operations and business commitments through robust governance by the company’s SBC, corporate policies, Board of Directors and risk oversight, and environmental, health, and safety programs, for example.	100% Renewable Electricity by end of FY 2040	20% Energy Reduction (per FY19 baseline) by end of FY 2040	Corporate citizenship Keysight will continue to strive toward strengthening local and global communities in which it does business through efforts in philanthropic giving, employee volunteerism, community sponsorships, donations, and discounts of Keysight solutions to universities, and university research and engagement programs.	STEM education Through direct engagement and partnerships, Keysight will continue to drive a more impactful approach to developing future workforce skills, particularly in under-resourced communities in the technology sector.
	Science-Based Targets ¹¹			
	Reduce Absolute Scope 1 and 2 GHG Emissions 42% by FY 2030 (per FY21 baseline).	73% of customers by emissions covering use of sold products, will have SBTs by FY 2028.		



These goals, and related efforts, support multiple United Nations Sustainable Development Goals (UN SDGs)¹² with the following four most notably connected



11. Keysight's near-term science-based targets (SBTs) have been approved by the Science-Based Targets initiative (SBTi)

12. 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.

Forward Progress in CSR

Across Keysight's CSR efforts, the company will endeavor to meet or exceed its FY 2025 key impact goals, adjust its strategic approach to mitigate risks, and realize gains from opportunities, all while making continuous improvements across its foundational pillar areas.

Keysight will continue efforts to reduce GHG emissions in its operations by implementing global energy conservation measures and procuring additional renewable electricity to make further progress toward its targets to achieve net zero emissions in scopes 1 and 2 by the end of FY 2040 and its near-term SBTs. Additionally, Keysight will continue to make progress on its customer engagement strategy to support customers in setting their own SBTs. Beyond climate mitigation efforts, Keysight has recognized and addresses climate-related risks and opportunities for climate adaptation as detailed in the Task Force on Climate-related Financial Disclosures (TCFD) report.

Community and STEM education engagement remain cornerstones of the company's CSR program. While the intent is to maintain targeted community engagement efforts, in the STEM education space we expect to pivot our partner network toward more depth engagements to balance reach and depth across a broader geographic coverage.

The company looks forward to continuous progress through sustained focus on enhancing opportunities for all employees at Keysight, and ensuring Keysight is a workplace where all employees can be successful.

Ethical business and governance will continue to anchor all Keysight operations. The company will adjust policies, management systems, and standards to meet any changes in legal requirements or stakeholder expectations.

Keysight's customers are the visionaries and innovators achieving breakthroughs that connect and secure the world. Keysight will continue providing leading-edge design, emulation, and test solutions to accelerate these breakthroughs and help build a better planet. As technology evolves, so does Keysight. Well-steeped in the automotive and energy spaces, the company will continue to deliver capabilities that support the eco-mobility and sustainable power grid. In addition, as 6G progresses, with its opportunity to deliver more data at lower power rates, Keysight expects to remain on the leading edge of this technology to support more sustainable data and energy consumption from interconnected devices and networks. Exciting efforts are also underway in the company's acquisition integrations that will further its support of purposeful technology across the sustainable mobility, industrial, and energy ecosystems.



CHAPTER 5

CSR Resources



Resource links

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

- [2024 Corporate Social Responsibility Data Report](#) – GRI, SASB, and additional human capital data
- [2023 TCFD Report](#)
- [Keysight Corporate Social Responsibility web page](#)
- [Keysight CSR Management System](#)
- [CSR Key Topic Documents](#), including:
 - [Keysight's Commitment to Human Rights and Labor Standards](#)
 - [Global Human Rights and Labor Standards Policy](#)
 - [Keysight's Supply Chain Management](#)
- [CSR News, Awards, and Recognitions](#)

Materiality reference

Please note that all references to materiality in this document, 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 Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

