



# 2021 CSR Report

**Environmental Sustainability**  
**Social Impact**  
**Ethical Governance**

# Letter From Our CEO

As we release this 2021 CSR Report, I am humbled and honored to assume the role of Keysight President and Chief Executive Officer. Under Ron Nersesian's leadership over the last 7.5 years Keysight has delivered exceptional results for customers, employees, shareholders, and the global community. We are proud of our impact on society through technology acceleration and furthering our Corporate Social Responsibility (CSR) initiatives.

Moving forward, we are excited to build on our momentum. Keysight will continue to execute against our strategy and deliver results for all stakeholders. CSR remains a key value of the company and positive societal impact continues to be core to who we are.

In 2021, the world navigated a continued pandemic response, weather-related events, supply chain constraints, and other challenges. Through it all, Keysight remained resilient, focusing on keeping our employees safe, the company strong, and helping impacted communities. It was a record year for the company, as we delivered 17 percent revenue growth and 45 percent earnings per share growth and made a formal commitment to achieve net zero emissions in company operations by 2040 and announced our first publicly communicated diversity goals — both of which we made progress on during the year.

Our goal for net zero emissions in company operations exemplifies Keysight's strategic intent to help mitigate the worst impacts of climate change. We have announced our commitment to the Science Based Targets initiative (SBTi) and our plan to develop approved science-based targets (SBTs) that utilize this framework to develop, track, and report progress in this important space.

Diversity, equity, and inclusion remain a key company priority that has been embraced by employees. In 2021, we published a Keysight Diversity and Inclusion brief that describes our long-standing philosophy, strategy, and goals. We publicly established hiring goals for women globally and underrepresented minorities in the U.S. and are taking actions to improve diversity and gender balance across the organization. We are committed to developing the next generation of engineers from diverse backgrounds through company sponsorships and employee-led programs for K-12 and university programs. This past year, we expanded our relationships with historically black colleges and universities (HBCUs), offering scholarships and grant programs to engineering students and departments. I am proud of our many employees who volunteer their time with organizations such as Rewriting the Code, after school STEM programs, and the Society of Women Engineers.

In addition to newly defined goals and progress in CSR, Keysight's solutions and services continue to enable customers to meet their own environmental, social, and governance goals while helping bring purposeful technology to the global community. Our solutions and services

“Our promise to accelerate innovation to connect and secure the world is as relevant now as ever and we remain steadfast in our commitment to helping build a better planet.”



employ core principles of a circular economy that build sustainability into our product lifecycle. At the same time, our solutions and services help customers develop innovations to support a more sustainable future in areas such as clean technology, positive social impact, wellness, and safety and security.

I want to thank our more than 14,000 employees worldwide for their commitment to customers and delivering end market innovations, despite the challenges we have faced. Their tenacity and resilience are inspiring! Looking forward, I am optimistic about what is ahead for Keysight and our ability to continue creating value for customers, employees, shareholders, and the global community. Along with Keysight's employees, I derive deep meaning and purpose from the work that we do at Keysight. Our promise to accelerate innovation to connect and secure the world is as relevant now as ever and we remain steadfast in our commitment to helping build a better planet.

Satish Dhanasekaran  
Keysight President & CEO

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# State of the Business



# 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).

With Corporate Social Responsibility (CSR) as a core element of our KLM, we employ the principles of a circular economy in our product lifecycle and sustainable practices throughout our operations. At the same time, our products, solutions, and services enable innovations that help connect and secure the world in key purposeful technology markets such as clean tech, social impact and wellness, and safety and security.

We are pleased that Keysight continues to receive external recognitions that validate our efforts and impact. In fiscal year 2021, along with the company continuing to be ranked in Barron's 100 Most Sustainable Companies and recognized in *Newsweek* and Statista Inc.'s list of America's Most Responsible Companies, Keysight was named #1 for Workers in our industry by JUST Capital. In addition, the company continued to be listed in the MSCI ESG Leaders Indexes<sup>1</sup>, FTSE4Good Index Series<sup>2</sup>, 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 and will continue to enable breakthroughs in purposeful technology innovation. The company's resilience and crisis management procedures will help us to navigate any continued impacts to the supply chain, government mandates related to pandemic conditions, or impacts from volatile weather caused by environmental conditions such as climate change. We will continue to focus on creating value for our customers, shareholders, and employees while moving forward with a continuous improvement approach to our CSR efforts worldwide.

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1. The 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.

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.



# CSR Vision & Strategy



# CSR Vision & Strategy

**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



# Accelerating Innovation to Connect & Secure the World

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.

Keysight's product lifecycle employs circular economy principles to support sustainability while helping customers protect their innovation investment through maintenance, repair, refurbishing, and recycling. When utilized by customers, our leading-edge design, test, manufacture, and optimization solutions help 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, and the Internet of Things (IoT) that enable smart-cities, -homes, and -agriculture, are key to bringing breakthroughs in environmental sustainability. These technologies reduce global reliance on carbon-heavy fuels, enable better natural resource management, and support quality monitoring of soil, water and air as infrastructures become more connected. These applications, however, stretch electric grids to capacity, drive the need for battery optimization, and require 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, network, communications, and IoT companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings.**



## Social Impact & Wellness

Technology provides a gateway to community prosperity. Smart-cities enable optimized community services, smart-agriculture minimizes hunger, wearables and healthcare instruments promote well-being, mission-critical communications ensure first-responders stay connected in crises', and technologies such as artificial intelligence (AI), virtual reality (VR), and automation enable a diverse and differently-abled workforce to flourish. Quality, interoperability, and high performance are critical in delivering prosperity through technology, while educating next-generation technologists is crucial to ensuring future skillsets can meet tomorrow's challenges.

**Keysight supports 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 revolutions.**



## Safety & 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 quickly and efficiently address privacy rights and safety threats. 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.

**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 maintaining end user safety, security and privacy as applications are scaled to connect and secure the planet.**



# Global CSR Business Framework

To achieve our vision, Keysight's business and CSR efforts are synergistic — creating long-term value for business stakeholders while positively impacting the global community through our solutions, services, and CSR program.



## Support efforts that help 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

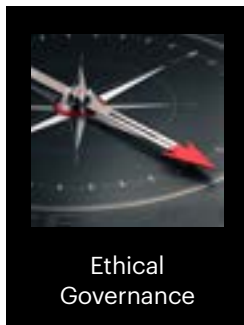


## Utilize a governance structure with defined scope and management system

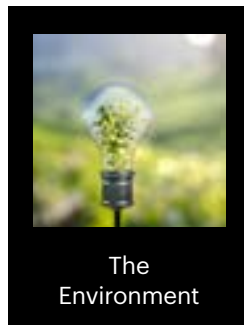
to drive continuous improvement and accountability

### BASED ON A FOUNDATIONAL FRAMEWORK OF CSR PILLARS

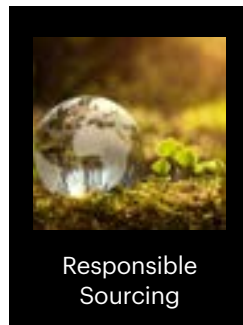
providing an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit



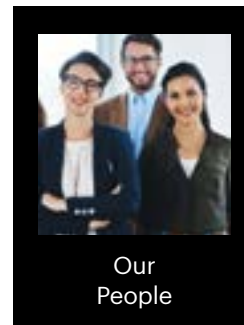
Ethical Governance



The Environment



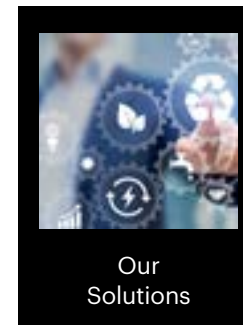
Responsible Sourcing



Our People



Communities



Our Solutions

# Helping the Planet Thrive

Keysight's key impact measures provide a framework to track the company's progress and commitment to supporting environmental sustainability, strengthening global communities, and employing ethical business governance and operational practices worldwide.

## Results in Fiscal Year 2021

In fiscal year 2021, we announced our commitment to net zero emissions in operations by 2040, including interim mid-term goals, and have made progress with efforts that included our commitment to implement science-based targets (SBTs). We also expanded our greenhouse gas reporting boundary to include all sites within our operational control.

Keysight's social impact and governance goals for fiscal year 2021 were focused on short-term, one-year measures in support of continuous progress toward helping build a better planet while mitigating the effects of the continued pandemic and other challenges.

## Fiscal Year 2021 Results

**\$315M+**

In Value Committed to Strengthening Communities

**145K+**

Students & Future Engineers Engaged through STEM Education

**34.4%**

Global New Hires were Women

**46.4%**

U.S. New Hires were Under-represented Minorities (URM)<sup>3</sup>

**ZERO**

Material Negative Impacts to the Income Statement from CSR-related Topics

## Progress Made

Toward Net Zero Emissions in Company Operations by End Fiscal Year 2040, Committed to Science Based Targets initiative (SBTi)

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 Fiscal Year 2021 Results

Keysight recognizes that climate change is an economic, environmental, and social crisis. The private sector needs to take a comprehensive approach to combat climate change and reduce greenhouse gas (GHG) emissions. In 2021 we launched our commitment to net zero emissions in company operations by end fiscal year 2040. To track progress, we also established mid-term renewable energy and energy reduction goals for end fiscal year 2030. These commitments provide certainty about the company's strategic direction in environmentally sustainable operations.

In 2021, we also announced our commitment to the Science Based Targets initiative (SBTi) to develop approved SBTs in line with limiting global warming to 1.5 degrees Celsius. Utilizing the SBTi framework to develop, track, and report on these corporate ambitions will enable Keysight to measure progress in GHG emissions reduction and ensure targets are consistent with the latest climate change scenarios. In initiating alignment with the SBTi framework, we expanded our GHG reporting boundaries to include all sites within our operational control and recalculated emissions from our new fiscal year 2019 baseline through end of fiscal year 2021.

We have already begun implementing our strategy in this space. For example, Keysight announced the installation of a 5.8 megawatt peak rooftop solar array at the company's largest site, located in Penang, Malaysia, with completion estimated for spring 2022. The project is expected to reduce more than 95,000 metric tons of carbon dioxide equivalents over 20 years.

In addition, as part of our efforts in energy conservation and reduction, we implemented infrastructure projects such as heating, ventilation and air conditioning (HVAC) efficiency improvements, and lighting system upgrades.

## Social Impact Fiscal Year 2021 Results

### Community

With a focus on strengthening local and global communities, Keysight ended its fiscal year 2021 having surpassed its annual community goal by contributing more than \$315 million in value through philanthropic giving, volunteerism, sponsorships, and university engagement programs.

In 2021, our community-based efforts maintained support for employee-selected charitable donation matching through our Giving Program in addition to targeted endeavors such as continued pandemic response, university technology donations, and health and human services support. On the pandemic response front, Keysight partnered with local civic bodies and non-governmental organizations (NGOs) to provide critical medical supplies, testing, education, and human services support, including community vaccination clinics at some Keysight campuses.

### Education

With the intent to inspire and nurture future engineers, our education goal collectively included all students that Keysight and employee volunteers engaged in support of science, technology, engineering, and math (STEM) education across primary, secondary and university-levels. We surpassed our annual goal, having engaged more than 145,000 students in fiscal year 2021.

Efforts in 2021 included expansion of partnership pilots focused on engaging students remotely with online mentoring and learning opportunities for girls and underrepresented minorities. We are pleased to have increased the reach of STEM engagements beyond our original target to support students through the ongoing pandemic impact on educational systems.

### Diversity, Equity, & Inclusion

Spanning the career journey, Keysight's Diversity, Equity, and Inclusion (DEI) program endeavors to create a more inclusive and diverse workplace. As we nurture our DEI programs, implement new initiatives, and continue to engage employees in these efforts, we recognize the need to provide transparency of our progress. While Keysight has always set and tracked aggressive DEI goals internally, in 2021 we publicly communicated diversity hire targets for our fiscal year.

We set aggressive goals for 2021 of 45% of U.S. new hires being from URM groups and 35% global new hires being women. We are pleased to report that Keysight exceeded the URM goal with a result of 46.4% representation of U.S. new hires in 2021. And, while we made progress on the global female new hire front, Keysight fell slightly short of our 2021 goal with 34.4% female representation of global new hires.

As a CEO-level priority with quantifiable goals and actions tracked by the leadership team and Keysight Board of Directors, the company looks forward to continuous improvement and progress in our DEI results.



## Ethical Governance Fiscal Year 2021 Results

This target has supported alignment to ethical operations and business commitments through robust governance provided by the company's Standards of Business Conduct (SBC), corporate policies, Board and risk oversight, 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 in fiscal year 2021, and thus met this goal as planned.

## Forward Looking Key Impact Goals

As Keysight continues to make progress on mid- and long-term targets in support of our goal of net zero emissions in operations by the end of fiscal year 2040, we are excited to present our latest targeted measures in social impact and ethical governance.

**\$250M**

In Value Committed to  
Strengthening Communities  
by End of Fiscal Year 2022

**ZERO**

Material Negative Impacts to  
the Income Statement from  
CSR-related Topics Annually

**35.4%**

Global New Hires  
are Women  
by End of Fiscal Year 2022

**47.4%**






U.S. New Hires are  
Underrepresented Minorities  
by End of Fiscal Year 2022

**> 1M**

Students, Future Engineers,  
and Technology Skill Learners  
Engaged through STEM Education  
by End of Fiscal Year 2023



# Forward Looking Key Impact Goals

Environmental Sustainability		Social Impact		Ethical Governance		
<p><b>Net Zero Emissions in Company Operations</b> By End of Fiscal Year <b>2040</b></p>		<p><b>\$250 Million</b> In value committed to strengthening communities By End of Fiscal Year <b>2022</b></p>	<p><b>&gt; 1 Million</b> Students, future engineers, and technology skill learners engaged through STEM education By End Fiscal Year <b>2023</b></p> <p><b>630K</b> engaged in Fiscal Year <b>2022</b></p>	<p><b>35.4%</b> Global new hires are women By End of Fiscal Year <b>2022</b></p> <p><b>47.4%</b> U.S. new hires are underrepresented minorities By End of Fiscal Year <b>2022</b></p>	<p><b>Zero</b> Material negative impacts to the income statement from CSR-related topics <b>Annually</b></p>	
<p><b>55% Renewable Energy</b> By End of Fiscal Year <b>2030</b></p>	<p><b>10% Energy Reduction</b> (per FY19 baseline) By End of Fiscal Year <b>2030</b></p>	<p><b>Community</b></p> <p>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><b>Education</b></p> <p>Building on previous pilots and expansion efforts with reach and diversity partnerships, Keysight is taking a significant step forward starting in fiscal year 2022 to drive a more impactful approach to developing future workforce skills, particularly in under-resourced and underrepresented communities in the technology sector. Our fiscal year 2022 target represents a fourfold increase in year-over-year engagements, and another significant increase with a two-year goal that surpasses a million STEM education engagements. The effort also expands our goal definition beyond students and future engineers to include STEM education efforts in developing technology skills across the career journey.</p>	<p><b>Diversity, Equity, and Inclusion</b></p> <p>With a year of DEI results reported, we will utilize learnings from fiscal year 2021 to continue driving impact across our DEI program efforts, global talent acquisition, and internship program.</p>	<p><b>Governance</b></p> <p>This target supports alignment to ethical operations and business commitments through robust governance by the company's SBC, corporate policies, Board and risk oversight, and environmental, health, and safety programs, for example.</p>	
<p><b>100% Renewable Energy</b> By End of Fiscal Year <b>2040</b></p>	<p><b>20% Energy Reduction</b> (per FY19 baseline) By End of Fiscal Year <b>2040</b></p>					
<p><b>Net Zero Emissions</b></p> <p>Keysight expects to achieve net zero emissions in company operations by end fiscal year <b>2040</b>, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C.</p> <p>We will prioritize energy conservation and efficiency, and investments in renewable energy options. Keysight is committed to the SBTi. In addition to the Scope 1 and Scope 2 emissions defined by our net zero goal, Keysight will work with the SBTi to develop approved Scope 3 targets across relevant categories.</p>						
<p>These goals, and related efforts, support multiple United Nations Sustainable Development Goals (UN SDGs)<sup>4</sup> with the following five most notably connected</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.

## Helping the Company Thrive — Supporting Business Commitments

Our CSR program areas are mapped to the company's business commitments. This program enables Keysight to continue delivering solutions and services that support a more connected and secure world, as well as create long-term value for business stakeholders. To this end, our CSR program supports the company's objectives.

### 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 help reduce operating expenses and support cost avoidance programs.

### Shareholder Value

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



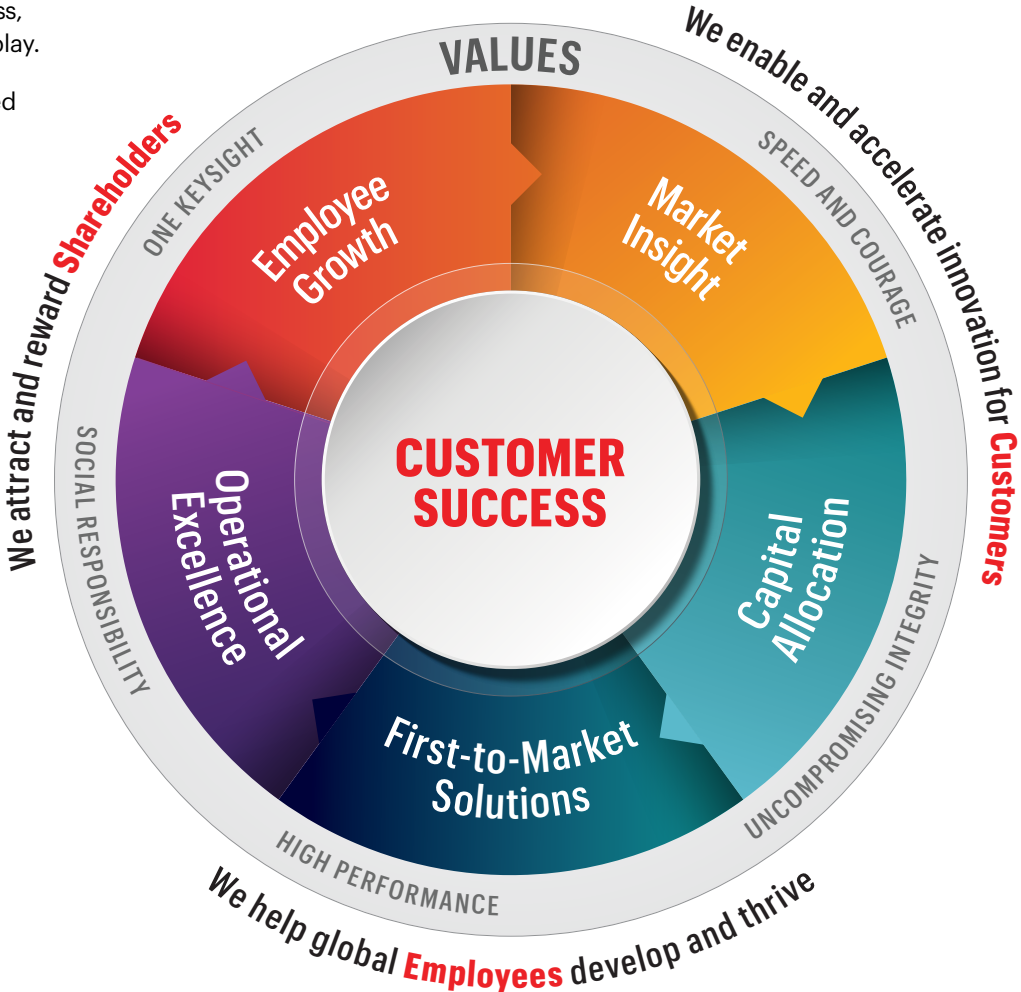


# Engaging Company Values & Stakeholders

## Keysight Leadership Model

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

As such, social responsibility is a critical component of our 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 program efforts 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-performing 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 to identify and understand trends and changes in environmental and social risks, key stakeholder expectations, as well as strategic opportunities for the business. Keysight completed a formal CSR materiality analysis most recently in fiscal year 2020. As part of this most recent materiality refresh, we 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, shareholders, industry associations, and NGOs 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 material CSR aspects which are detailed on the following pages.

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



Material CSR Aspect	Description	Example Related Programs, Policies, and Procedures
<b>Business Resilience</b>	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"> <li>• Crisis Management and Business Continuity systems detailed in our <a href="#">Business Continuity and Response to Crisis Events</a> document</li> <li>• 4.3 megawatts of fuel cells installed in Santa Rosa, CA headquarters site for uninterrupted power supply to critical processes</li> <li>• Seismic bracing of Santa Rosa, CA headquarters site building 1 to withstand a magnitude 8.0 earthquake</li> <li>• Proactive wildfire mitigation measures in Santa Rosa, CA headquarters site, including private firefighters on retainer, construction of fire breaks to stop embers, and aggressive brush removal</li> </ul>
<b>Circular Economy</b>	Integration of sustainability considerations into product design and lifecycle to mitigate environmental impact and improve durability	<ul style="list-style-type: none"> <li>• <a href="#">Keysight Circular Economy Contributions</a></li> <li>• <a href="#">Keysight Services</a> provide calibration and repair to extend the active life of equipment</li> <li>• <a href="#">Technology Refresh Services</a> upgrade and extend equipment longevity</li> <li>• Services for recovery and repurposing of older instruments</li> <li>• <a href="#">Product Take-Back program</a> provides safe instrumentation disposal and recycling</li> <li>• Product Lifecycle Management system includes design for reliability, serviceability, and longevity</li> </ul>
<b>Data Privacy &amp; Security</b>	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"> <li>• Borderless Information Security Program</li> <li>• Regular information security awareness and anti-phishing campaigns</li> <li>• <a href="#">ISO 27001 certified</a> for management of internal IT support, U.S. Tier III data center, and client data cloud services</li> </ul>
<b>Diversity, Equity &amp; Inclusion</b>	Maintaining 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"> <li>• Formal Diversity, Equity &amp; Inclusion (DEI) Program</li> <li>• Multiple women’s and minority employee networking groups</li> <li>• Anti-harassment policy and training</li> <li>• Inclusive Leadership training</li> </ul>
<b>Employee Health, Safety, and Wellness</b>	Managing and mitigating the risk of injury to employees and improving their health and wellness	<ul style="list-style-type: none"> <li>• Employee Well Being program and workplace accessibility and accommodations</li> <li>• Emergency planning and preparation</li> <li>• Human rights and labor programs, policies, and procedures</li> </ul>
<b>Ethical Business Practices</b>	Policies, approaches, and initiatives designed to prevent and deter unethical or illegal practices such as corruption, extortion, or bribery	<ul style="list-style-type: none"> <li>• <a href="#">Standards of Business Conduct</a> with annual training refresher course for all employees</li> <li>• Due diligence and compliance certification required for third party sales partners</li> <li>• <a href="#">Compliance Hotline</a> for confidentially and anonymous reporting of suspected ethical violations</li> <li>• <a href="#">Global Anti-Corruption Policy</a></li> </ul>

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

# CSR Framework — Governance Structure, Defined Scope & Management System

## Governance Team

Keysight’s CSR program is managed by a multi-tier 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. At all levels of our governance team, representation is maintained across key functions including solutions teams, field sales, marketing, finance and investor relations, corporate counsel, human resources and administration, order fulfillment, and information technology.

<p><b>Executive Sponsor</b></p> <p>Ultimately responsible for success of CSR, provides guidance, secures resources and organization linkages while championing the program internally and externally</p>	<p><b>Executive Committee</b></p> <p>C-suite and executive leaders across the key functions</p>	<p>Focused on CSR-related Board engagement, corporate risk and reporting, and corporate strategy implications while assisting in strategy and policy decisions — See the <a href="#">2022 Keysight Proxy Statement</a> for details on the Board’s role in ESG oversight.</p>
<p><b>Director of CSR and Program Management Team</b></p> <p>Manages program through Governance Team, represents Keysight in broader CSR community and across functions</p>	<p><b>Steering Committee</b></p> <p>Company senior leaders and function heads across the key functions</p>	<p>Resolves CSR strategy issues and policy decisions, tracks functional trends, approves annual plan proposal, provides resourcing, and champions program inside and outside the company in their respective functional areas</p>
	<p><b>Core Team</b></p> <p>Subject matter experts within each of the key functional areas</p>	<p>Represent function in development, governance and oversight of CSR program, planning, strategic initiatives, and reporting disclosures</p> <p><b>Pillar leads</b> - Select Core Team members also act as primary representatives and Key Performance Indicator (KPI) reporting owners for each pillar</p>
	<p><b>Extended Team</b></p> <p>Individuals across the company are 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 support strategic alignment to business commitments and tracking of KPIs.
- **Targeted External Reporting** – Reporting is focused in ESG disclosures to meet the expectations of shareholders, investment rating organizations, customers, and other stakeholder data requirements.
- **Annual Initiatives** – Specific efforts identified and implemented each year to make 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 expectations 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 CSR efforts are aligned and measured for the company to create long-term value for business stakeholders, as well as for 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 enable mutual success and support a shared commitment to leadership in sustainable practices, technology, and business operations.

**Our People** – Keysight values a diverse, inclusive, and respectful work environment where all employees are provided 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.





# CSR Framework — Foundational Pillars

As material CSR aspects adapt to stakeholder expectations and emerging trends, Keysight maintains 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.

	<b>Ethical Governance</b>	<b>The Environment</b>	<b>Responsible Sourcing</b>	<b>Our People</b>	<b>Communities</b>	<b>Our Solutions</b>
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 2021 Highlights

**Seventh consecutive year** achieving 100% completion of annual SBC training

Published refreshed SBC document with updated look and feel

Completed 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, to promote accountability, and to maintain business sustainability while meeting compliance requirements.



## Ethical Governance Key Focus Areas

## Fiscal Year 2021 Highlights

### Operational Excellence and Corporate Governance –

Corporate-wide policies, programs, and management systems

- Published updated SBC document, with updated look and feel, and maintained Keysight **Compliance Hotline**, which provides all employees and stakeholders a means of raising ethical or compliance issues confidentially and anonymously
- Continued practices outlined in **Business Continuity and Response to Crisis Events** document
- Completed development of Ethics Management System designed to enable continuous improvement of Keysight’s ethics and compliance program while supporting the company’s commitment to transparency, sustainability, and legal compliance

### Ethical Governance Policies –

Guideposts in conducting business with honesty and integrity

- 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 seventh year in a row 100% of employees completed annual SBC refresher training
- Maintained effective interactive online learning program to reinforce compliance for targeted employee populations.

### Compliance & Risk Management

– Procedures to help the company meet or exceed compliance expectations and mitigate risks

- Zero material negative impact to the income statement, institutional investments, or business revenues from CSR-related issues, compliance, regulatory fines or penalties<sup>5</sup>
- 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

- 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

- Data security and privacy initiatives resulted in no material identified leaks, thefts, or losses of customer data
- **Keysight Security Brief** provides 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
- Continued 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, U.S. Tier III data center, and client data cloud services

5. In August 2021 Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls related to a disclosure the company made in 2018, agreeing to pay a non-material civil penalty and the appointment of a Special Compliance Officer to help the company enhance and improve compliance measures related to the International Traffic in Arms Regulations and the Arms Export Control Act. Keysight has always had a robust trade compliance program designed to detect and prevent violations and remains committed to maintaining and enhancing this program to minimize the risk of recurrence of similar issues 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 as necessary moving forward. Regular evaluation of our SBC and monitoring of emerging issues helps the company maintain standards that are appropriate to meet contemporary business challenges while adhering to our core value of uncompromising integrity.

In-process efforts include communication and maintenance of our 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. See the [2022 Keysight Proxy Statement](#) for details on the Board's current role in ESG oversight.





# The Environment



# The Environment

## Key Fiscal Year 2021 Highlights

Committed to and began planning toward our 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

Committed to the SBTi to develop approved science-based targets in relevant scopes

Published key topic briefs including water stewardship, response to climate change, and our Environmental Health and Safety (EHS) commitment, and updated the company's EHS policy to highlight current priority focus areas

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.



## Energy & Emissions Management

We plan to establish SBTs and work with our operations, suppliers, and customers to achieve our net zero and SBT ambitions. As part of this project, we have increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our baseline has now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. The results of our new fiscal year 2019 baseline are presented in this report. In 2021, we prioritized our efforts on energy reduction and conservation projects, including HVAC retrofits, light-emitting diode (LED) installations, and air compressor repairs and replacement.

## Water Management

While Keysight is not a significant user of water, we recognize the value of water as a limited and valuable natural resource. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our sustainability and management systems, including water stewardship, to support our business and the communities where we operate.

Risks of drought and changing water quality exist, however, at this time, there is no substantive impact to Keysight business anticipated. Even still, we strive to conserve water consumption in our operations. We have implemented the necessary protocols to reduce our exposure to water-related risks through

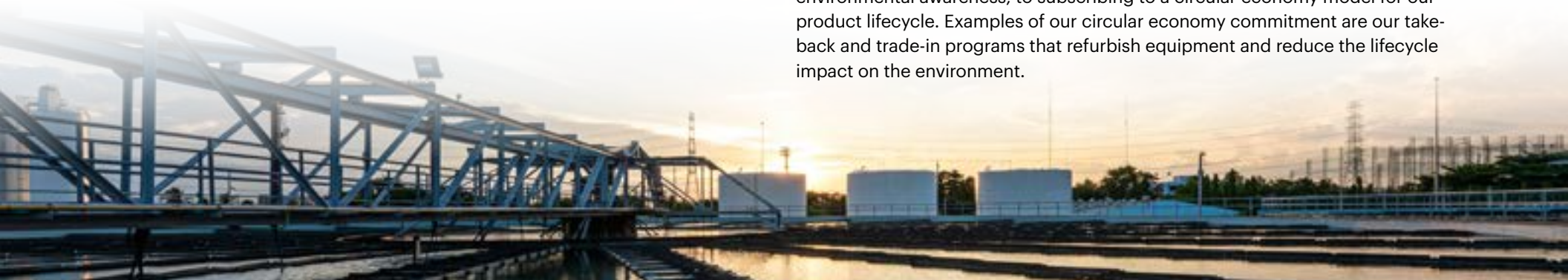
conservation efforts, water treatment, and reclaim facilities. As an example, in 2021 we installed contactless faucets at Keysight's Boeblingen, Germany site, resulting in water conservation.

In addition, Keysight operates onsite wastewater treatment plants at three manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa headquarters and the Colorado Springs site have won multiple awards for their water efficiency programs, exemplified by approximately 15% of the water used at the Santa Rosa site being reclaimed and reused in fiscal year 2021.

## Waste Management

Keysight focuses on continuous improvements to maintain incremental forward-progress in creating greater sustainability across our global sites. We aim to consistently analyze our processes that generate waste and look at ways to continually improve. For example, steps are taken at every possible stage to reduce the amount of waste and identify alternate methods of use or disposal to limit the impact on the environment.

With this approach, we've had successes that range from diverting batteries from landfills, expanding our composting program, and increasing our employee environmental awareness, to subscribing to a circular economy model for our product lifecycle. Examples of our circular economy commitment are our take-back and trade-in programs that refurbish equipment and reduce the lifecycle impact on the environment.





## The Environment Key Focus Areas

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### Environmental, Health, Safety and Security –

Providing a healthy, safe work environment for all employees along with a set of policies for product safety and security

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**Conservation** – Natural resource conservation and greenhouse gas reduction

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**Extended Producer Responsibility** – Pollution prevention and hazardous waste minimization

## Fiscal Year 2021 Highlights

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- Continued to employ **ISO 14001:2015** certified company-wide Environmental, Health and Safety Management System (EHSMS) to drive continuous reduction of adverse environmental impacts from our operations and products, and promote a healthy work environment
  - Maintained use of the **GSE** requirement to set restrictions for hazardous substances in materials and components used in our products
  - Updated company **Environmental, Health, and Safety Policy** to highlight current priorities
- 
- Developed GHG Inventory Management Plan which includes expanded boundaries, definition of operational control, and an updated fiscal year 2019 baseline
  - Maintained the one megawatt peak solar array at our headquarters facility in Santa Rosa, CA that reduces our carbon footprint and provides approximately 5% of the site's electrical needs; in addition, there are more than 50 electric vehicle charging stations onsite for employee use
  - Began installation of a 5.8MW rooftop solar array at our largest facility, in Penang Malaysia, which is estimated to be complete in Spring 2022 and provide approximately 7900 MWh of energy annually, which accounts for more than 16% of the site's current consumption
- 
- **Product Take-Back** program continued to enable customers to safely dispose of or recycle used instrumentation in several countries
  - Continued to provide services for the recovery and repurposing of older instruments for resale, minimizing landfill impact while providing customers access to competitively priced equipment
  - **Keysight's Circular Economy Contributions** help assure our solutions are designed and produced to support an extensive use phase, of up to 40 years active service.



## Looking Forward in Environment

In fiscal year 2022, Keysight plans to further our efforts towards net zero emissions in company operations. To prepare the company for the related long-term and interim goals, Keysight will develop our global roadmap strategies for conservation and decarbonization in operations, renewable electricity procurement, and electrification of fleet vehicles. We aim to reduce our global energy consumption each year through continued execution of energy conservation initiatives.

In addition to our net zero goals, Keysight will complete a refined calculation of our Scope 3 emissions and plans to submit our Scopes 1 and 2, and Scope 3 SBTs for approval to SBTi. These SBTs will fortify our interim emissions reduction initiatives and support progress towards our long-term goals.

Keysight will also continue to evaluate water consumption in our global operations. Using the World Resource Institute's Aqueduct Water Risk Atlas, we will monitor the risk associated with each site and prioritize facilities in higher risk areas. We will maintain the wastewater treatment plants at three manufacturing facilities and audit additional material sites to identify new opportunities to conserve water.

On the waste management front, Keysight will continue to achieve operational excellence through the use of LEAN principles — an ongoing company practice that defines the way we approach and act on our operations. We use this process, among other efforts, to continuously identify and eliminate waste where possible.





# Responsible Sourcing



# Responsible Sourcing

## Key Fiscal Year 2021 Highlights

Supplier Code of Conduct flowed down to 100% of new suppliers during the supplier onboarding process

100% of key suppliers completed a CSR assessment

Collaborated with strategic suppliers to provide sustainable sourcing of raw materials by implementing the Conflict Minerals program and policy within their organizations

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, provide high-quality and responsibly manufactured products to our customers.

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.



## Responsible Sourcing Key Focus Areas

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**Supplier Code of Conduct** – Guidelines for supplier engagement, inclusive of ethical business practices, social responsibility, environmental sustainability, and product quality

**Supplier Sustainability Program** – Enables a strong partnership with suppliers to achieve mutual success and commitment to leadership in sustainable practices, technology, and business operations

**Small Business & Supplier Diversity** – A proactive business program which encourages the use of minority owned suppliers and provide an equal opportunity for small businesses in the U.S. to participate as suppliers of materials and services

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## Fiscal Year 2021 Highlights

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- Maintained Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements
  - Supplier Code of Conduct flowed down to 100% of new suppliers during the supplier onboarding process
  - 100% of strategic suppliers completed a CSR assessment
  - Continued utilization of ISO-14001:2015 certification and requirement as guideposts for suppliers’ environmental management system
  - Conducted two environmental, health, safety, and social responsibility supplier audits – 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
- 
- Periodically audited and trained suppliers on expectations for supply chain sustainability and environmental, health, and safety to:
    - Assess suppliers’ performance against our code of conduct
    - Monitor progress on responsible sourcing material issues such as supplier human rights, conflict minerals, cobalt initiative, and supplier accountability
    - Identify human rights, environmental, or privacy concerns, then minimize or eliminate them
    - Identify and mitigate supply risk to support continuity of supply chain
- 
- Fulfilled customer supplier diversity reporting requests
  - Monitored the small business certification process to meet the expectations of communities in which we operate
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## Looking Forward in Responsible Sourcing

Keysight will continue working with suppliers to enhance their efforts in meeting our expectations for responsible sourcing aligned with the Keysight Supplier Code of Conduct. This includes promoting responsible procurement within our supply chain management by leveraging third-party assessment tools to assess the quality of suppliers' environmental, social, and governance practices. In addition, Keysight expects to continue participating in the Responsible Minerals Initiative, in alignment with their Conflict Minerals Program and Cobalt Initiative, and will work closely with our suppliers to meet responsible sourcing goals, thus supporting Keysight's efforts in sourcing conflict-free minerals.





# Our People



# Our People

## Key Fiscal Year 2021 Highlights

Implemented diversity hiring programs resulting in 46.4% of U.S. new hires being from URM groups and 34.4% global new hires being women

Fiscal year 2021 global Injury/Illness rate was 0.14, maintaining best in class standard

Certified as Great Place to Work for fourth straight year

Keysight values a diverse, inclusive work environment and sustains a culture of innovation, ownership, passion, and respect. We adhere to the 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 where our employees can thrive.

Employees are the driving force in carrying out our CSR vision. As such — with our direction, powerful KLM, supporting benefits, programs, policies, and continuous communications — employees are given the tools for success across our CSR foundational pillars.





## Our People Key Focus Areas

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## Fiscal Year 2021 Highlights

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### Labor Standards – Human rights and labor policies

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- 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 and address the company's commitment of driving continuous improvement in human rights and labor compliance

### Talent and Skills Development – Tools to support employee development

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- 7.5% average employee voluntary turnover rate and a global job acceptance rate of approximately 80%
- More than 87% of employees completed training on the KLM to maintain alignment to the company's operational philosophy
- Approximately 164,000 courses were completed by employees through continuous learning and virtual environment tools, supporting employee learning and growth, worldwide communication, and collaboration
- Our Emerging Leaders Program developed 26 global, high potential individual contributors and first level managers for higher level manager roles and beyond, increasing the talent pool for Keysight's leadership pipeline
- Keysight Value Creation Plans – business and development objectives, with ongoing discussions between manager and employee – were completed by all employees to foster growth, engagement, and optimize their skills and contributions to the company's success

### Employee Well-being – Benefits that support a safe and healthy employee experience

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- In addition to maintaining employee benefit programs, workplace accessibility and accommodations, and employee equity programs, Keysight continued to protect 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 2021 global injury/illness rate was 0.14, maintaining best in class standard
- Continued to support a culture of philanthropy and volunteerism through company matches of employee charitable donations and four hours paid time off per month for employee volunteerism

## Our People Key Focus Areas

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**Diversity, Equity, and Inclusion** – An enterprise-wide ecosystem that fosters an inclusive environment to increase opportunities and innovation through a diverse workforce

**Workplace Solutions** – Providing employees workspace services

## Fiscal Year 2021 Highlights

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- Senior Director of Diversity, Equity, and Inclusion continued to formalize our global DEI strategy with a focus on increasing female representation globally and underrepresented minorities in the U.S.
  - Fostering Inclusion and Diversity program, with certification by Yale University, is mandatory for all managers to complete by end of 2022 — 1,291 managers completed the program in fiscal year 2021
  - MyVoice employee engagement pulse survey program continued to solicit voluntary employee feedback with results used to enable employee productivity and engagement
  - Improved gender diversity in top executive leadership positions, with 18% women in executive positions in 2021, a 5% improvement since 2015
  - Improved minority representation across new hires, leadership roles, senior leadership, and the company’s Board of Directors.
  - Continued to invest in employee growth and increasing a sense of belonging through sponsorship of Society of Women Engineers (SWE), adapted to virtual event due to the COVID-19 pandemic
  - Harassment policy enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements
  - Two new employee network groups focused on employee development and growth, and two new employee network groups supporting diversity objectives were implemented
  - Maintained nearly 1:1 salary ratio worldwide of women to men (fiscal year 2021 global results were 0.97:1) based on average compa ratio
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- With the health and safety of employees being Keysight’s highest priority, we continued to work with medical experts and government agencies to implement robust safety protocols and screening processes, allowing our site-based population to work safely and effectively while supporting business continuity
  - Supported implementation of community vaccine events in some countries, including India, Malaysia, Japan, and Germany — for example, at our largest manufacturing facility in Penang, Malaysia, the company successfully hosted an on-site vaccination clinic administering 18,000 doses of vaccine to Keysight employees, contractors, and neighboring organizations
  - While business travel was significantly reduced due to COVID-19, Keysight continued to implement safety criteria and guidance for essential business travel and customer visits to support business continuity
  - Keysight continued offering many programs and amenities virtually, including fitness, wellness and mindfulness services, personal coaching, nutrition awareness, and mindfulness tips
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## Looking Forward in Our People Pillar

In accordance with the Universal Declaration of Human Rights and throughout our COVID-19 pandemic response efforts, we have and will continue to support all Keysight employees develop, engage, innovate, and thrive.

We are continuing to prioritize our long-standing commitments to diversity as well as investments in employee growth and development. To support progress in this area, in November 2021, the Compensation and Human Capital Committee of the Board of Directors approved the addition of an ESG metric to our short-term incentive plan for fiscal year 2022. The selected ESG metric aligns with our commitment to CSR and our CEO's determination that diversity and inclusion are among our top priorities. Our ESG metric for fiscal year 2022 is intended to drive improvement in workforce diversity which will be measured by the percentage of increase in women hired globally and the percentage of increase in URM's hired in the U.S.

Keysight is committed to continuous process improvement, benchmarking, and remaining current on international social issues to maintain practices that are relevant and aligned with global business standards.



# Communities



# Communities

## Key Fiscal Year 2021 Highlights

Surpassed community key impact goal by delivering > \$315 million in value to strengthening communities

Surpassed education key impact goal by engaging > 145,000 students and future engineers through STEM education

Partnered with local civic bodies and NGOs to provide critical medical supplies, testing, education, and human services support, including community vaccination clinics at some Keysight campuses

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 have focused in the areas of STEM education, women and underrepresented minorities in technology, health and human services, and environmental sustainability.



## Communities Key Focus Areas

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**Philanthropy** – Monetary support for community organizations and relief efforts

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**Volunteerism & Community Engagement** – Programs that offer employee engagement with local communities

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**STEM Education Outreach** – Supporting student and future engineer development from primary school through University engagement

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**Women & Underrepresented Minorities in Engineering & Technology** – Support for the empowerment of diversity in technology

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## Fiscal Year 2021 Highlights

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- More than \$2.2 million donated to multiple organizations worldwide through employee donation matching, community grants, disaster relief donations, and site community sponsorships
- Surpassed key impact goal target in 2021 by delivering >\$315 million in value to strengthening communities
- Maintained site-based community programs through major Keysight campuses worldwide, hosting volunteerism (primarily in virtual settings in 2021) 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
- Surpassed key impact goal target in 2021 by engaging >145,000 students and future engineers through STEM education with efforts including:
  - Primary and secondary school engagements like Keysight After School, online education events, as well as educational curriculum development and resource partnerships targeting schools outside of local Keysight communities and in under-served areas of the U.S.
  - Partnered with [Discovery Education](#) to support equitable access to quality K-12 resources for students and professional learning for educators across the U.S.
  - Continued high school internship program
  - University engagements such as research grants, equipment donations, discounts, and student software licenses
- Continued company-sponsored membership in SWE International for employees
- Maintained support for multiple women in technology 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:
  - Sponsorship of Girls Who Code, who is on a mission to inspire and educate young women to pursue careers in STEM
  - Support for summer internships and funding of scholarships for Historically Black College and University (HBCU) engineering students
  - Becoming a founding corporate sponsor of the [Inclusive Engineering Consortium](#)
  - Supporting deeper engagements with mentorship programs for diverse groups of young people through programs including [SWENext](#)

## Communities Key Focus Areas

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**Health & Human Services** – Protecting the health and welfare of communities through essential human services

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**Environmental Conservation** – Supporting community environmental sustainability through volunteerism and philanthropic efforts

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## Fiscal Year 2021 Highlights

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- Partnered with local civic bodies and NGOs to provide critical medical supplies, testing, education, and human services support, including community vaccination clinics at some Keysight campuses
- 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
- Continued support for a wide variety of environmental charitable contribution matches as well as employee volunteer groups that supported various environmental cleanup and sustainability projects



## Looking Forward in Communities Space

In the coming year, and as appropriate, we expect to continue our support of pandemic response focused on health and human services through local community partnerships and volunteerism efforts. On the STEM education front, we intend to increase support for equity in access to STEM learning across the career journey from early childhood education through secondary and university school, as well as career-based technology skills development. Efforts will

include expanding partnerships with organizations focused on STEM curriculum, online access, mentorships, and teacher development with targeted activities developing STEM skills for female students and those from under-resourced and underrepresented minority communities. To focus on progress across this space, the company has created a Corporate Community Engagement Manager role to develop a more formalized global program working with key community stakeholders.







# Our Solutions



# Our Solutions

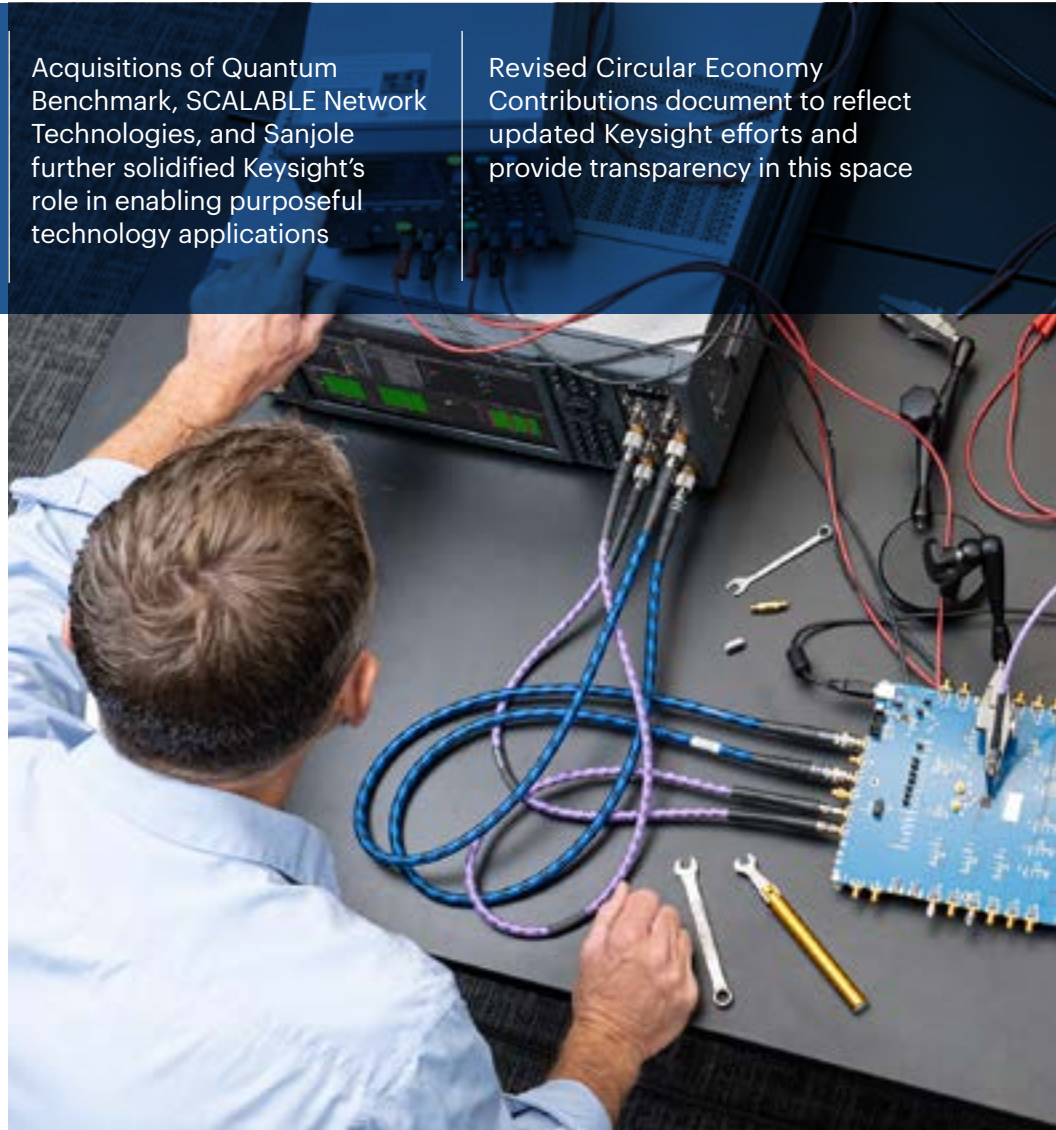
## Key Fiscal Year 2021 Highlights

Keysight customers are leaders in technology, achieving breakthroughs that connect and secure the world. Keysight customers overcome barriers to innovation, transform their development processes, or are first and best in their market by using our solutions to optimize networks, integrate workflows, and validate tomorrow's technologies with unprecedented performance backed by decades of research and expertise. 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.

Acquisitions of Quantum Benchmark, SCALABLE Network Technologies, and Sanjole further solidified Keysight's role in enabling purposeful technology applications

Revised Circular Economy Contributions document to reflect updated Keysight efforts and provide transparency in this space



## Our Solutions Key Focus Areas

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**Innovation, Quality & Safety** – Focused on development, manufacturing, and selling of our solutions

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**Product Environmental Impacts & Sustainability Compliance** – Controlling environmental impacts and compliance with sustainability directives

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**Product Lifecycle Management** – Supporting the circular economy by assuring our solutions are designed and produced to support an extensive use phase

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**Purposeful Technology Applications** — Enabling positive social and environmental applications of technology

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## Fiscal Year 2021 Highlights

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- SCALABLE Network Technologies acquisition augments Keysight's 5G and cybersecurity portfolio
  - Keysight's acquisition of Sanjole supports the company's goal to deliver a comprehensive, innovative 5G solutions portfolio at the forefront of advancing communications technology
  - Acquisition of Quantum Benchmark will enable Keysight to bring the world closer to achieving break-through applications in quantum computing, such as the design of energy-efficient materials, acceleration of drug discovery, and quantum machine learning
- 
- 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 manuals — in 2021, this was extended to remove printed calibration reports and associated data sets with each product shipment (100 up to 1500 pages per product saved.)
- 
- **Revised Circular Economy Contributions document** to reflect updated Keysight contributions in this space
  - Keysight Services continued to help customers protect their investment in our equipment and have a dedicated business to take back equipment, refurbish it, and make it available on the market as aligned to standard circular economy system tenets noted in the Circular Economy Contributions document
  - Keysight's contribution to the stream of Waste from Electrical and Electronic Equipment (WEEE) is insignificant (<0.7% of all EU WEEE), often only entering the waste stream many decades after market launch
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- Keysight solutions have continued to be 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 continue to enable the fast-tracking of the e-Mobility ecosystem through test and measurement solutions that address the unique design and test challenges of this market
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# Looking Forward in Our Solutions

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





# 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 2021 CSR-related awards and accolades.

- Constituent of more than 25 ESG indexes including:
  - Continued Member of Dow Jones Sustainability Index
  - Continued Constituent of MSCI ESG Leaders Indexes<sup>6</sup>
  - Continued constituent of FTSE4Good Index Series<sup>7</sup>
- Named #1 for Workers in Its Industry by JUST Capital (September 2021)
- Keysight Technologies Awarded Platinum Medal as a Recognition of their EcoVadis Sustainability Rating (November 2021)
- Ranked on Barron's 100 Most Sustainable Companies in America (February 2021)
- Newsweek and Statista Inc. America's Most Responsible Companies 2021 (December 2020)
- Fortune Best Workplaces in the Bay Area 2021 (January 2021)

6. The 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.



# GRI Standards Data Index



# 2021 Global Reporting Initiative (GRI) Standards Data Index

Published in May 2022, this data has been prepared in accordance with the GRI Standards: Core option and is related to Keysight's sustainability performance in fiscal year 2021 for the period of November 1, 2020 through October 31, 2021. See the [Keysight 2021 Global 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.



**Topic**

**GRI Standards Data Index Response & References**

GRI 101: Foundation 2016		
Foundation		Response & References
101	Foundation	<p>This report reflects GRI 101: Foundation 2016.</p> <p>Published in May 2022, this data has been prepared in accordance with the GRI Standards: Core option and is related to Keysight’s sustainability performance in fiscal year 2021 for the period of November 1, 2020 through October 31, 2021.</p>
GRI 102: General Disclosures 2016		
Organizational Profile		Response & References
102-1	Name of the organization.	Keysight Technologies, Inc.
102-2	Activities, brands, products, and services.	<p>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. See additional supporting information for a full list of Keysight products and services.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">About Keysight</a></li> <li>• <a href="#">Keysight Products and Services Listing</a></li> <li>• <a href="#">Keysight Solutions Listing</a></li> <li>• <a href="#">Keysight Industries Listing</a></li> </ul>
102-3	Location of the organization’s headquarters.	<p>Keysight Technologies, Inc.            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. In regards to Keysight’s greenhouse gas inventory, the company reports on sites within our operational control in the following countries: Brazil, Canada, Mexico, United States, Belgium, Finland, France, Germany, Israel, Italy, Romania, Spain, United Kingdom, China, Taiwan, India, Australia, Japan, Malaysia, Singapore, and Thailand.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">About Keysight</a></li> <li>• <a href="#">You Dream. We Test. Brochure</a></li> <li>• <a href="#">Keysight Technologies at a Glance</a></li> </ul>
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.”</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> <li>• <a href="#">About Keysight</a></li> </ul>
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	<p><a href="#">Markets Served (See 2021 GRI Standards Data Report Page 12)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Solutions Listing</a></li> <li>• <a href="#">Keysight Industries Listing</a></li> <li>• <a href="#">2021 Annual Report (10K)</a></li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

102-7	Scale of reporting organization:	<p><a href="#">Scale of the Organization (See 2021 GRI Standards Data Report Page 13)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li><a href="#">All Keysight Annual Reports and Proxy Statements</a></li> <li><a href="#">Keysight Investor Relations Web Site</a></li> </ul>
102-8	Information on employees and other workers.	<p><a href="#">Information on Employees and Other Workers (See 2021 GRI Standards Data Report Page 14)</a></p>
102-9	Description of the organization's supply chain.	<p>Keysight's supply chain organizations are chartered to provide optimal value-added sourcing and procurement services that are:</p> <ul style="list-style-type: none"> <li>Legal, accountable and auditable</li> <li>Ethically, environmentally and socially responsible</li> <li>Economically effective</li> <li>Conform to ISO quality management system standard</li> </ul> <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"> <li>Legal, accountable and auditable refer to Keysight Standards of Business Conduct</li> <li>Ethically, environmentally and socially responsible refer to Keysight Supplier Code of Conduct</li> <li>Conform to ISO quality management system standard refer to Keysight Quality Policy</li> </ol> <p><b>References:</b></p> <ul style="list-style-type: none"> <li><a href="#">Keysight Quality Policy</a></li> <li><a href="#">Keysight Supplier Code of Conduct</a></li> <li><a href="#">Keysight Standards of Business Conduct</a></li> </ul>
102-10	Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.	<p>There were no significant changes to the company's size, share capital structure, ownership, or supply chain in this reporting period.</p>
102-11	Whether and how the organization applies the Precautionary Principle or approach.	<p>This is not applicable to Keysight product, solutions, software, or services.</p>
102-12	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	<p><a href="#">External Initiatives (See 2021 GRI Standards Data Report Page 19)</a></p>
102-13	Memberships of industry or other associations, and national or international advocacy organizations.	<p><a href="#">Membership of Associations (See 2021 GRI Standards Data Report Page 20)</a></p>
<b>Strategy</b>		<b>Response &amp; References</b>
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.	<p>See the "Letter from Our CEO" in Keysight's Annual CSR Report.</p> <ul style="list-style-type: none"> <li><a href="#">2021 Keysight Corporate Social Responsibility Report (Page 2)</a></li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

Ethics and Integrity		Response & References
102-16	A description of the organization's values, principles, standards, and norms of behavior.	<p>Keysight's Leadership Model (KLM) is the company's enabler to continuously deliver greater value to customers, shareholders, and employees. It is the philosophy that permeates every aspect of our operations – driving innovation, speed, and excellence in execution – and provides the structure for Keysight's values. Keysight values are the foundation of the company's corporate culture, governing and guiding the behavior of the company and individual employees. Based on the KLM, Keysight's culture is focused on five core values including speed and courage, uncompromising integrity, high performance, one Keysight and social responsibility. Keysight's Standards of Business Conduct set forth the company's expectations for all employees regarding ethical business practices and legal compliance. All Keysight employees participate annually in mandatory training in, or certification to, Keysight's Standards of Business Conduct. All sales professionals are required to take additional sales compliance training annually, covering such topics as anticorruption/anti-bribery, antitrust and export controls. All procurement professionals are requested to take additional online training on environmental, health and safety risks, as well as social responsibility, which covers human rights.</p> <p>For additional information on Keysight's commitment to the highest standard of corporate governance, business conduct, and ethics, please see Keysight's Corporate Governance Guidelines, Director Code of Ethics, Standards of Business Conduct, Amended and Restated Bylaws, Related Person Transaction Policy, Human Rights and Labor Policy, Environmental Policy, Environmental and Social Responsibility Expectations for Suppliers, Statement on Conflict Minerals and the charters of our Audit and Finance Committee, Compensation Committee, Executive Committee, and Nominating and Corporate Governance Committee.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Director Code of Ethics</a></li> <li>• <a href="#">Keysight Amended and Restated Bylaws</a></li> <li>• <a href="#">Keysight Related Person Transaction Policy</a></li> <li>• <a href="#">Keysight Audit and Finance Committee Charter</a></li> <li>• <a href="#">Keysight Compensation Committee Charter</a></li> <li>• <a href="#">Keysight Executive Committee Charter</a></li> <li>• <a href="#">Keysight Nominating and Corporate Governance Committee Charter</a></li> <li>• <a href="#">Keysight Environmental and Social Responsibility Expectations for Suppliers</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Conflict Minerals Statement</a></li> <li>• <a href="#">Keysight Leadership Model (KLM)</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">Keysight Corporate Governance Guidelines</a></li> </ul>
Governance		Response & References
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><a href="#">Governance Structure (See 2021 GRI Standards Data Report Page 23)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2022 Proxy Statement (14A)</a></li> <li>• <a href="#">Keysight Investor Relations Web Site</a></li> </ul>
Stakeholder Engagement		Response & References
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	<a href="#">Collective Bargaining Agreements (See 2021 GRI Standards Data Report Page 25)</a>
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.

**Topic**

**GRI Standards Data Index Response & References**

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.	<a href="#">Approach to Stakeholder Engagement (See 2021 GRI Standards Data Report Page 27)</a>
102-44	Key topics and concerns that have been raised through stakeholder engagement.	<a href="#">Key Topics and Concerns Raised (See 2021 GRI Standards Data Report Page 28)</a> <ul style="list-style-type: none"> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 17)</a></li> </ul>
<b>Reporting Practice</b>		<b>Response &amp; References</b>
102-45	Entities included in the consolidated financial statements.	<a href="#">Entities Included in the Consolidated Financial Statements (See 2021 GRI Standards Data Report Page 29)</a> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> </ul>
102-46	Details on report content and topic boundaries.	<a href="#">Defining Report Content and Topic Boundaries (See 2021 GRI Standards Data Report Page 30)</a> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 6)</a></li> </ul>
102-47	A list of the material topics identified in the process for defining report content.	<a href="#">List of Material Topics (See 2021 GRI Standards Data Report Page 31)</a> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 19)</a></li> </ul>
102-48	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<p><b>Energy</b></p> <p>In 2021, Keysight announced our target to achieve net zero emissions in company operations by end fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall energy footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.</p> <p>Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our greenhouse gas (GHG) Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where electricity and/or natural gas is shared by Keysight and tenant, we are reporting our energy per the pro-rata share defined by the lease agreement. This impacts energy data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.</p> <p><b>Emissions</b></p> <p>In 2021, Keysight announced our target to achieve net zero emissions in company operations by end fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.</p> <p>Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our GHG Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where electricity and/or natural gas is shared by Keysight and tenant, we are reporting our emissions per the pro-rata share defined by the lease agreement. This impacts emissions data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.</p> <p><b>Water and Effluents</b></p> <p>In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water, discharge, and consumption. As such, data from fiscal year 2019 to date have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.</p> <p>Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our GHG Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where water is shared by Keysight and tenant, we are reporting our water usage per the pro-rata share defined by the lease agreement. This impacts water data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.</p>

**Topic**

**GRI Standards Data Index Response & References**

102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	<p>There have been no significant change from the previous reporting period in the list of material topics and topic boundaries.</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> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 19)</a></li> </ul>
102-50	Reporting period for information provided.	<p>This reporting period aligns with Keysight’s fiscal year November 1, 2020 through October 31, 2021. Data from previous fiscal years is provided when requested and available. We are providing emissions data for past reporting years.</p>
102-51	Date of most recent previous report.	<p>The most recent previous report is the Keysight 2020 Annual Corporate Social Responsibility Report which is based on data from Keysight’s fiscal year November 1, 2019 through October 31, 2020. Data from previous fiscal years was provided when requested and available.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2020 Corporate Social Responsibility Report</a></li> </ul>
102-52	Reporting cycle (such as annual, biennial).	<p>Keysight publishes its Corporate Social Responsibility Report annually based on previous fiscal year’s data.</p>
102-53	Contact point for questions regarding the report or its contents.	<p>Name: Michele Robinson-Pontbriand            Title: Director Corporate Social Responsibility</p> <p>Mailing Address:            Keysight Technologies, Inc.            Attn: Michele Robinson-Pontbriand            1902 Garden of the Gods Rd,            Colorado Springs, CO            80907-3417, USA</p> <p>Phone: (719) 590-2325            Email: Corporate.Social-Responsibility@keysight.com</p>
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	<p>This report has been prepared in accordance with the GRI Standards: Core option</p>
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	<p>Keysight’s GRI Index is included in our Annual CSR Report.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 55)</a></li> </ul>
102-56	A description of the organization’s policy and current practice with regard to seeking external assurance for the report.	<p>Part of Keysight’s CSR Report (e.g., environmental sustainability data) is assured or audited independently by Apex Companies LLC. In addition, Keysight internally validates all other data included in external reports and surveys under the umbrella of its Business Management System, associated audits, policies and program management processes.</p> <p>Apex Companies, LLC was engaged to conduct an independent verification of the GHG emissions (Scope 1 and Scope 2 location-based and market-based) reported by Keysight for the fiscal year 2019, fiscal year 2020, and fiscal year 2021. This verification declaration applies to the related information included within the scope of work in the attached reference.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">GHG Verification Statement FY19, FY20 and FY21</a></li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

Management Approach		
GRI 103: Management Approach 2016		Response & References
103-1	Explanation of the material topic and its Boundary.	<p>Explanation of the Material Topic and its Boundary (See 2021 GRI Standards Data Report Page 41)</p> <ul style="list-style-type: none"> <li>2021 Keysight Corporate Social Responsibility Report (Page 19)</li> </ul>
103-2	The management approach and its components.	<p>The Management Approach and its Components (See 2021 GRI Standards Data Report Page 42)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
103-3	Evaluation of the management approach.	<p>Evaluation of the Management Approach (See 2021 GRI Standards Data Report Page 43)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
Series 200: Economic 2016		
GRI 201: Economic Performance 2016		Response & References
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 2021 GRI Standards Data Report Page 44)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
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 2021 GRI Standards Data Report Page 45)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>All Keysight Annual Reports and Proxy Statements</li> </ul>
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 2021 GRI Standards Data Report Page 46)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>All Keysight Annual Reports and Proxy Statements</li> <li>Keysight CSR - Our Solutions</li> <li>Keysight's Response to Climate Change</li> <li>Crisis Management: Keysight's Business Continuity and Response to Crisis Events</li> </ul>
201-3	Defined benefit plan obligations and other retirement plans.	<p>Defined Benefit Plan Obligations and Other Retirement Plans (See 2021 GRI Standards Data Report Page 48)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>2021 Annual Report (10K) (See Page 92)</li> </ul>
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 2021 GRI Standards Data Report Page 49</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>All Keysight Annual Reports and Proxy Statements</li> <li>Keysight Investor Relations Web Site</li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

GRI 202: Market Presence 2016		Response & References
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><b>Management Approach:</b> Market Presence (See 2021 GRI Standards Data Report Page 50)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
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 2021 GRI Standards Data Report Page 51)
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 2021 GRI Standards Data Report Page 52)
GRI 203: Indirect Economic Impacts 2016		Response & References
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.	<p><b>Management Approach:</b> Indirect Economic Impacts (See 2021 GRI Standards Data Report Page 53)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
203-1	Extent of development of significant infrastructure investments and services supported.	<p><b>Infrastructure Investments And Services Supported</b> (See 2021 GRI Standards Data Report Page 54)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight's Response to COVID-19</li> <li>Crisis Management: Keysight's Business Continuity and Response to Crisis Events</li> </ul>
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	<p><b>Significant Indirect Economic Impacts</b> (See 2021 GRI Standards Data Report Page 55)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>2021 Keysight Corporate Social Responsibility Report (See Page 10)</li> </ul>
GRI 204: Procurement Practices 2016		Response & References
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.	<p><b>Management Approach:</b> Procurement Practices (See 2021 GRI Standards Data Report Page 56)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight Supplier Code of Conduct</li> <li>Keysight PO's T&amp;C</li> <li>Supplier Performance Expectations</li> <li>Keysight Supplier Resources</li> <li>Keysight CSR Management System</li> </ul>
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.	<p>Omission: Not Applicable. This is not applicable to Keysight. We have a global supplier base and a global operation team to fulfill our customer's need efficiently and effectively.</p> <p><b>Additional Comments:</b> In the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diversified suppliers within our supply chain.</p>

**Topic**

**GRI Standards Data Index Response & References**

GRI 205: Anti-Corruption 2016		Response & References
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.	<p><b>Management Approach:</b> Anti-corruption (See 2021 GRI Standards Data Report Page 58)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global Anti-Corruption Policy</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> </ul>
205-1	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.	<a href="#">Operations Assessed for Risks Related to Corruption (See 2021 GRI Standards Data Report Page 59)</a>
205-2	Communication and training about anti-corruption policies and procedures.	<a href="#">Communication and Training about Anti-Corruption Policies and Procedures (See 2021 GRI Standards Data Report Page 60)</a>
205-3	Confirmed incidents of corruption and actions taken	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.
GRI 206: Anti-Competitive Behavior 2016		Response & References
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><b>Management Approach:</b> Anti-competitive Behavior (See 2021 GRI Standards Data Report Page 62)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> </ul>
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	<a href="#">Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices (See 2021 GRI Standards Data Report Page 63)</a>
GRI 207: Tax 2019		Response & References
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><b>Management Approach:</b> Tax (See 2021 GRI Standards Data Report Page 64)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
207-1	Tax strategy, oversight, compliance, and the link to sustainable development	<p><a href="#">Approach to Tax (See 2021 GRI Standards Data Report Page 65)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> </ul>
207-2	Tax Governance, Control, and Risk Management	<p><a href="#">Tax Governance, Control, and Risk Management (See 2021 GRI Standards Data Report Page 66)</a></p> <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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> </ul>



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207-3	Stakeholder engagement and management of concerns related to tax	<p><b>Stakeholder Engagement and Management of Concerns Related to Tax (See 2021 GRI Standards Data Report Page 67)</b></p> <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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> </ul>
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 10-K. Keysight does not publicly report financial information for local tax jurisdictions.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">All Keysight Annual Reports and Proxy Statements</a></li> </ul>
<b>Series 300: Environmental 2016</b>		
<b>GRI 301: Materials 2016</b>		<b>Response &amp; References</b>
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><b>Management Approach: Materials (See 2021 GRI Standards Data Report Page 69)</b></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight General Specification for the Environment</a></li> <li>• <a href="#">Keysight Supplier Resources</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> </ul>
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.	Omission: Unavailable. The data is difficult to collect due to global and varied manufacturing.
301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Omission: Unavailable. 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><b>Additional Comments:</b> 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. In fiscal year 2021 a total of 5,172 refurbished products were sold. 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Trade In</a></li> <li>• <a href="#">Keysight Take Back Program</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight Used Equipment Standards</a></li> <li>• <a href="#">Keysight Premium Used</a></li> </ul>

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GRI 302: Energy 2016		Response & References
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><b>Management Approach:</b> Energy (See 2021 GRI Standards Data Report Page 73)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight's Response to Climate Change</a></li> </ul>
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	<p><b>Energy Consumption Within the Organization</b> (See 2021 GRI Standards Data Report Page 74)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Response to Climate Change</a></li> <li>• <a href="#">Keysight Commits to Science Based Targets Initiative</a></li> <li>• <a href="#">Keysight Technologies Commits to Net Zero Emissions by End of 2040</a></li> <li>• <a href="#">Keysight Technologies Net Zero Emissions in Company Operations</a></li> <li>• <a href="#">GHG Verification Statement FY19, FY20 and FY21</a></li> </ul>
302-2	Energy consumption outside of the organization, in joules or multiples.	<p>Omission: Unavailable. Keysight tracks upstream transportation and distribution, business travel, waste generated in operations, upstream leased assets, and employee commuting under Scope 3 emission reporting as CO2e.</p> <p>In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets across Scopes 1 and 2 and relevant categories of Scope 3.</p>
302-3	Energy intensity ratio for the organization.	<p><b>Energy Intensity</b> (See 2021 GRI Standards Data Report Page 77)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Response to Climate Change</a></li> <li>• <a href="#">GHG Verification Statement FY19, FY20 and FY21</a></li> </ul>
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	<p><b>Reduction of Energy Consumption</b> (See 2021 GRI Standards Data Report Page 78)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Response to Climate Change</a></li> <li>• <a href="#">Keysight Technologies Commits to Net Zero Emissions by End of 2040</a></li> <li>• <a href="#">Keysight Technologies Net Zero Emissions in Company Operations</a></li> </ul>
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><b>Additional Comments:</b>            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>

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GRI 303: Water and Effluents 2018		Response & References
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><b>Management Approach: Water and Effluents</b> (See 2021 GRI Standards Data Report Page 80)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
303-1	Interactions with water as a shared resource	<p><b>How our organization interacts with water:</b> As a software and solutions-based company, Keysight’s direct water related risks that could potentially affect business operations are minimal. Keysight manufacturing facilities use water directly in operational processes, including wafer fab and micro part processing. Indirect operations use of water is primarily for consumption (e.g., drinking water, restrooms, and cafeterias) and chiller systems.</p> <p><b>Approach used to identify water-related impacts:</b> Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems through a variety of programs. Our ISO14001:2015 certified company-wide Environmental Management System is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products. Risks are identified through the company’s risk assessment process that broadly covers strategic, operational, and compliance/reporting risks. We consider business operation, environmental impact, regulatory factors, company’s reputation, IT, employee and community health and safety into our risk assessment. We take into consideration the negative and positive (potential for improvement) of all these factors to determine risks that the company may need to address/intervene. In addition, specific water related risk assessments are conducted as part of our ISO14001:2015 certification. It is covered under the risk and opportunities section and is updated annually.</p> <p><b>How water-related impacts are addressed:</b> While Keysight is not a significant user of water, we recognize that water is a limited and valuable natural resource. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship to support our business and the communities where we operate.</p> <p>Risks of drought and changing water quality exist, however, at this time, there is no substantive impact to Keysight business anticipated. Even still, we strive to conserve water consumption in our operations and have taken the necessary protocols to reduce our exposure to water-related risks through conservation efforts, water treatment, and reclaim facilities.</p> <p>Keysight conducts internal audits to evaluate climate related risk on a biannual cycle. With the results from the analysis, we identify the opportunities for improvement and we rank the top risks that require our attention for improvement/intervention. These results are communicated to the Workplace Solution’s Vice President and team for their review. Based on management decisions, projects and budgets will be allocated accordingly to the areas of need.</p> <p>Keysight operates onsite wastewater treatment plants at two manufacturing sites: Santa Rosa, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 15% of the water s at the Santa Rosa site being reclaimed and reused.</p> <p><b>Process for setting water-related goals and targets:</b> In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption.</p> <p>Keysight reports annually on our water consumption and conservation activities. We regularly assess for water-related risks that could impact our business, using the World Resources Institute (WRI) Aqueduct Water Risk Atlas to review water stress in areas where we operate. This method of assessment was part of our ISO14001:2015 certified company-wide Environmental Management System (EMS), which is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Water Use and Stewardship</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 32)</a></li> </ul>

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303-2	Description of water discharge standards	<p>All discharged water goes directly to the municipality. Keysight operates onsite wastewater treatment plants at two manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 15% of the water s at the Santa Rosa site being reclaimed and reused.</p> <p>Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Water Use and Stewardship</a></li> </ul>
303-3	Sources and volumes of water withdrawn	<p><a href="#">Water Withdrawal (See 2021 GRI Standards Data Report Page 83)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Water Use and Stewardship</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 32)</a></li> </ul>
303-4	Destinations and volumes of water discharged	<p><a href="#">Water Discharge (See 2021 GRI Standards Data Report Page 85)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Water Use and Stewardship</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 32)</a></li> </ul>
303-5	Volume of water consumed	<p><a href="#">Water Consumption (See 2021 GRI Standards Data Report Page 86)</a></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Water Use and Stewardship</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 32)</a></li> </ul>

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GRI 304: Biodiversity 2016		Response & References
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><b>Management Approach: Biodiversity</b> (See 2021 GRI Standards Data Report Page 87)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> </ul>
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. To our knowledge, Keysight operational sites 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>To our knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, we operate in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, emissions reduction, prevention of pollution, product development, and promotion of environmental responsibility amongst our employees.</p> <p><b>Examples of how we collaborate with our natural environment include:</b></p> <ul style="list-style-type: none"> <li>• Monitoring our operational progress in helping to build a better planet, Keysight has committed to achieving net zero emissions in our operations and is developing a long term roadmap to build resiliency and reduce greenhouse gas emissions.</li> <li>• Keysight has received awards for its environmental impact initiatives such as in Malaysia, Keysight achieved Platinum Status on their July 2019 RBA Validated Assessment Program. In February 2020, Keysight's Atlanta, Georgia site received a Gold Level certification by Leadership in Energy and Environmental Design (LEED).</li> <li>• Sustainable Campuses &amp; Workspaces - site specific actions across our 100+ worldwide campuses provide opportunities for environmental sustainability.</li> </ul> <p><b>Examples of Sustainable Campuses &amp; Workspaces:</b></p> <ul style="list-style-type: none"> <li>• More than 50 electric vehicle (EV) charging stations are available for employee use at our Santa Rosa, CA headquarters office.</li> <li>• Native grass that requires less water and energy to maintain replaced non-native grasses in Colorado Springs, CO.</li> <li>• After an inspiring initiative at our Penang, Malaysia site, Keysight facilities globally went completely strawless to reduce the number of single-use plastic straws sent to landfills.</li> <li>• Many sites employ sustainable landscaping projects, recycling bins, composting and energy efficient building systems to minimize the impact of business operations on the local environment.</li> <li>• Sensor-based systems that react to environmental conditions dim lights and help conserve energy when not needed.</li> <li>• Employees are encouraged to grow their own vegetables in gardens on company property.</li> <li>• Continued maintenance and repair of water piping and valves at our larger sites, representing greater than 2 million square feet of space. This has resulted in significant water conservation.</li> <li>• Replaced non-biodegradable Styrofoam with recyclable air pillow packaging, resulting in landfill space savings.</li> </ul> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight Supports the UN SDGs</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">Keysight's Response to Climate Change</a></li> </ul>
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. To our knowledge, 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.

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GRI 305: Emissions 2016		Response & References
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><b>Management Approach:</b> Emissions (See 2021 GRI Standards Data Report Page 92)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Keysight CSR Management System</li> <li>• Keysight Global EHS Policy</li> </ul>
305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	<p><b>Direct (Scope 1) GHG Emissions</b> (See 2021 GRI Standards Data Report Page 93)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Keysight Technologies Commits to Net Zero Emissions by End of 2040</li> <li>• Keysight Technologies Net Zero Emissions in Company Operations</li> <li>• GHG Verification Statement FY19, FY20 and FY21</li> </ul>
305-2	Indirect (Scope 2) GHG emissions.	<p><b>Energy Indirect (Scope 2) GHG Emissions</b> (See 2021 GRI Standards Data Report Page 94)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Keysight’s Response to Climate Change</li> <li>• Keysight Commits to Science Based Targets Initiative</li> <li>• Keysight Technologies Commits to Net Zero Emissions by End of 2040</li> <li>• Keysight Technologies Net Zero Emissions in Company Operations</li> <li>• GHG Verification Statement FY19, FY20 and FY21</li> </ul>
305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<p><b>Other Indirect (Scope 3) GHG Emissions</b> (See 2021 GRI Standards Data Report Page 96)</p>
305-4	GHG emissions intensity ratio for the organization.	<p><b>GHG Emissions Intensity</b> (See 2021 GRI Standards Data Report Page 97)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Keysight’s Response to Climate Change</li> <li>• CDP Reporting</li> <li>• GHG Verification Statement FY19, FY20 and FY21</li> <li>• Keysight Commits to Science Based Targets Initiative</li> <li>• Keysight Technologies Commits to Net Zero Emissions by End of 2040</li> <li>• Keysight Technologies Net Zero Emissions in Company Operations</li> <li>• 2021 Keysight Corporate Social Responsibility Report (Page 32)</li> </ul>
305-5	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	<p><b>Reduction Of GHG Emissions</b> (See 2021 GRI Standards Data Report Page 98)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Keysight’s Response to Climate Change</li> <li>• Keysight Commits to Science Based Targets Initiative</li> <li>• Keysight Technologies Commits to Net Zero Emissions by End of 2040</li> <li>• Keysight Technologies Net Zero Emissions in Company Operations</li> <li>• GHG Verification Statement FY19, FY20 and FY21</li> </ul>

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305-6	Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	Omission: No Information Available. Not Applicable. Keysight 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 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.
305-7	Significant air emissions, in kilograms or multiples for Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions.	Omission: Confidentiality Constraints. Not Applicable. Keysight complies with all legal requirements of air permits and associated reporting requirements.
<b>GRI 306: Waste 2020</b>		<b>Response &amp; References</b>
103-1, 103-2, 103-3	Explanation of Waste as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	<p><b>Management Approach:</b> Waste (See 2021 GRI Standards Data Report Page 101)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
306-1	Description of waste-related impacts.	<p><b>Inputs, activities, and outputs that lead or could lead to these impacts:</b>          Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve our goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations. 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.</p> <p>Keysight focuses on continuous improvements to maintain incremental forward progress in creating greater sustainability across our global sites. We aim to consistently analyze our processes that generate waste and look at ways to continually improve. As such, steps are taken at every possible stage to reduce the amount of waste and identify alternate methods of use or disposal to limit the impact on the environment. Instead of working towards future-point waste management goals, we focus on continuous improvements to maintain incremental forward-progress in creating greater sustainability across the globe. We look at waste in so many ways, not just on the specific number but on processes where we can reduce any potential waste. Our aim is to constantly analyze process and look at ways to continuously improve to reduce potential impacts.</p> <p>With this approach, we've had successes that range from diverting batteries from landfills, expanding our composting program, and increasing our employee environmental awareness, to subscribing to a circular economy model for our product lifecycle. One example in the circular economy space is our product take-back and trade-in programs that refurbish equipment and in-turn help reduce the impact on the environment.</p> <p><b>Identify whether impacts relate to waste generated in the organization's own activities or to upstream or downstream in value chain:</b>          Keysight will continue to achieve operational excellence through the use of LEAN principles — an ongoing company practice that defines the way we approach and act on our operations, but upstream and downstream. We use this process, among other efforts, to continuously identify and eliminate waste where possible.</p> <p>Steps are taken at every possible stage to reduce the amount of waste and find alternate methods of use or disposal to limit the impact on the environment. Subscribing to a circular economy model for our product lifecycle, our global product take-back and trade-in programs that refurbish equipment and in-turn help reduce the impact on the environment.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight ISO 14001:2015 Certification</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">CSR - The Environment</a></li> <li>• <a href="#">Q&amp;A with Keysight's Global Environmental and Sustainability Manager</a></li> <li>• <a href="#">Keysight Take Back Program</a></li> </ul>

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<p>306-2</p>	<p>Management of significant waste-related impacts.</p>	<p><b>Waste generation prevention and impact management:</b>            Keysight has 3 categories of waste – solid, electronic and hazardous waste and each waste category is processed differently based on the specific type of waste. However, regardless of the category, they all fall within the purview of Keysight’s environmental, health and safety commitment and steps are taken at every possible stage to reduce the amount of waste, and finding alternate methods of use or disposal to limit the impact on the environment.</p> <ul style="list-style-type: none"> <li>• Solid waste is divided into recycle, incinerated, and landfill waste. Where possible, Keysight tries to divert waste away from landfills. Depending on the nature of the solid waste, it can also be repurposed for other uses to keep it from entering a landfill. For example, food waste is typically converted into compost at our larger sites with more employees. Keysight also tries to recycle waste like plastics, carton boxes, and wooden pallets into other usable products or simply reuse them.</li> <li>• Hazardous wastes globally are highly regulated and require special handling, storage and disposal processes. Keysight adheres to the highest safety standards to ensure safe handling of hazardous waste materials when generated at our sites. In addition, Keysight has approved vendors who are permitted and licensed to safely transport and dispose of hazardous waste generated.</li> <li>• Electronic waste generated (e.g. obsolete electronic equipment, IT cables, computer monitors and accessories), is picked up by Keysight’s approved electronic waste vendors and disposed of properly. In some cases, we will destroy the equipment on-site before handing it off to a Keysight approved vendor.</li> </ul> <p>Keysight also subscribes to the principles of circular economy by designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. This means designing for long-lasting use, reuse and remanufacturing and recycling to keep Keysight products, components and materials circulating in the economy. Keysight’s main contribution to a Circular Economy is by designing and producing solutions that support an extensive use phase, of up to 40 years active service and supported by our calibration, repair and remarketing services.</p> <p>Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention per our Global EHS policy, 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.</p> <p><b>Third party waste management and oversight processes:</b>            Keysight’s third party waste management companies that have been approved by our internal EHS teams as adherence to our Procurement Policy.</p> <p>Keysight also 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.</p> <p><b>Processes used to collect and monitor waste-related data:</b>            Keysight uses a tool to collect and monitor our waste generated from our manufacturing sites. Data is entered into the tool by our EHS teams locally and reviewed to ensure accuracy of entry.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight ISO 14001:2015 Certification</a></li> <li>• <a href="#">Keysight Supports the UN SDGs</a></li> <li>• <a href="#">Keysight CSR - Our Solutions</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight’s Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">CSR - The Environment</a></li> <li>• <a href="#">Q&amp;A with Keysight’s Global Environmental and Sustainability Manager</a></li> </ul>
<p>306-3</p>	<p>Total weight of waste generated and composition of the waste.</p>	<p><b>Waste Generated (See 2021 GRI Standards Data Report Page 104)</b></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 32)</a></li> </ul>



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306-4	Total weight of waste diverted from disposal and composition of the waste.	<p>Waste Diverted from Disposal (See 2021 GRI Standards Data Report Page 105)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight Take Back Program</a></li> <li>• <a href="#">Keysight CSR - Our Solutions</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">Q&amp;A with Keysight's Global Environmental and Sustainability Manager</a></li> </ul>
306-5	Total weight of waste directed to disposal and composition of waste.	<p>Waste Directed to Disposal (See 2021 GRI Standards Data Report Page 107)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight Take Back Program</a></li> <li>• <a href="#">Keysight CSR - Our Solutions</a></li> <li>• <a href="#">Keysight Circular Economy</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> </ul>
<b>GRI 307: Environmental Compliance 2016</b>		<b>Response &amp; References</b>
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 2021 GRI Standards Data Report Page 108)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight ISO 14001:2015 Certification</a></li> <li>• <a href="#">Keysight RBA Affiliate Member</a></li> <li>• <a href="#">Conflict Minerals Statement</a></li> <li>• <a href="#">Keysight Supports the UN SDGs</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">CSR - The Environment</a></li> </ul>
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 FY21 (See 2021 GRI Standards Data Report Page 109)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> </ul>
<b>GRI 308: Supplier Environmental Assessment 2016</b>		<b>Response &amp; References</b>
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 2021 GRI Standards Data Report Page 110)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight General Specification for the Environment</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>

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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><b>Additional Comments:</b> Keysight's Supplier Code of Conduct establishes Keysight's expectations for our suppliers, which includes the expectations of 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct (Pages 6 &amp; 7)</a></li> <li>• <a href="#">Keysight General Specification for the Environment</a></li> <li>• <a href="#">Keysight PO's T&amp;C (Page 2)</a></li> </ul>
308-2	Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.	<p><a href="#">Negative Environmental Impacts in the Supply Chain and Actions Taken (See 2021 GRI Standards Data Report Page 112)</a></p>
<b>Series 400: Social 2016</b>		
<b>GRI 401: Employment 2016</b>		<b>Response &amp; References</b>
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><a href="#">Management Approach: Employment (See 2021 GRI Standards Data Report Page 113)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight Culture</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Web Page Link of Keysight's relationship with the Society of Women Engineers</a></li> <li>• <a href="#">Keysight Employer Awards</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 19)</a></li> </ul>
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	<p><a href="#">New Employee Hires and Employee Turnover (See 2021 GRI Standards Data Report Page 116)</a></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.	<p><a href="#">Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees (See 2021 GRI Standards Data Report Page 117)</a></p>
401-3	Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.	<p><a href="#">Parental Leave (See 2021 GRI Standards Data Report Page 119)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Culture</a></li> </ul>

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GRI 402: Labor Management Relations 2016		Response & References
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><a href="#">Management Approach: Labor/Management Relations (See 2021 GRI Standards Data Report Page 120)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR News, Awards and Recognition</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Culture</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 19)</a></li> </ul>
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.

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GRI 403: Occupational Health and Safety 2018		Response & References
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><b>Management Approach: Occupational Health and Safety (See 2021 GRI Standards Data Report Page 123)</b></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
403-1	Description of occupational health and safety management system	<p><b>Statement of implementation:</b> Keysight 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 14001 and ISO 45001.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul> <p>Keysight obtained its first certification to ISO45001 Health and Safety Management standard as of February 22, 2022, working closely with our certification registrar, DEKRA Certification Inc. Keysight has been compliant to ISO45001 for many years which is evidenced in our Environmental, Health and Safety Policy; Environmental, Health and Safety Management System, and related internal audits conducted at applicable Keysight locations. Keysight will continue to review certification to the IS45001 standard and expand to other locations, as necessary.</p> <p><b>Description of OHS management system scope:</b> 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight ISO 14001:2015 Certification</a></li> <li>• <a href="#">Keysight’s Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">Keysight ISO45001 certificate</a></li> </ul>

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<p>403-2</p>	<p>Hazard identification, risk assessment, and incident investigation</p>	<p><b>Process to identify work-related hazards and risks:</b> 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 Environmental, Health and Safety (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><b>Process for worker reporting:</b> Workers and safety inspectors report all workplace hazards and risks to their manager and local EHS team. Keysight does not discriminate against workers who report unsafe working conditions.</p> <p><b>Policy or process for workers to remove themselves from unsafe situations:</b> 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><b>Process to investigate work-related incidents:</b> All work-related safety incidents are reported and managed using an EHS Management solution. EHS system administrators manage incident workflow including assigning investigators, tracking action plans to closure, and closing the incident.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> </ul>
<p>403-3</p>	<p>Description of occupational health services functions</p>	<p><b>Occupational health services' functions:</b> 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.</p> <p>When the mitigation of risk from an operation by elimination, substitution, engineering controls, or administrative controls are not practical, personal protective equipment to control hazards is used during emergency situations, for brief intermittent and non-routine tasks, and whenever other controls fail to achieve adequate risk reduction. Keysight has established operational controls and programs for workplace ergonomics and also addresses furniture and seating purchased for our employees. The objective of the program is to reduce exposure to ergonomic risk factors by applying engineering controls and tool designs, safe work practice and behaviors, and ultimately verifying the effectiveness of the solutions.</p> <p>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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> </ul>
<p>403-4</p>	<p>Description of worker participation and consultation.</p>	<p><b>Details of worker participation and consultation:</b> Representative workers participate in safety committee meetings where they have the opportunity to comment on the development, implementation, and evaluation of the Environmental Health &amp; Safety Management System (EHSMS). All employees can offer input through Keysight's internal Environmental, Health &amp; Safety (EHS) web tool. Keysight EHS communicates occupational health and safety information to employees through EHS newsletters, quarterly meetings with local EHS teams, and site postings.</p> <p><b>Details of joint management-worker health and safety committees:</b> 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.</p> <p>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. An example of a cross functional team is Keysight's Emergency Response Team who respond to site emergencies.</p> <p>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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> </ul>

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<p>403-5</p>	<p>Description of relevant occupational health and safety training for workers.</p>	<p><b>Description of training:</b>            As part of the Keysight's Leadership Model Employee Growth component, Learning at Keysight aligns directly with Keysight's business strategy. Learning drives professional growth and continuous improvement, ensures a strong leadership pipeline and promotes company-wide development with a focus on customer insight. Processes are also in place to identify specific training needs for workers at location, based on employee's job function, site risks and local regulatory requirements. Each location has their training materials available for workers to access and complete their identified training needs. We also recognize our employees have the potential to work in hazardous environments at customer locations that could pose a health risk to Keysight employees. Guidelines have been set to decrease risks to Keysight employees under such conditions. Other controls include reviewing work practices and engineering controls, provision of personal protective equipment to reduce exposure, hazardous communication training and health surveillance to mitigate any potential risks to our employees. Specific occupational health and safety training is assigned following the hiring manager submitting a checklist identifying job-specific hazards. Equivalent training is required of all contracted service providers for all workers who are not employees.</p> <p>Keysight's EHS Training programs are provided to ensure workers are apprised of workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible. Keysight strives to hire contractors who demonstrate exemplary effort in the compliance of all applicable laws and regulations that pertain to environmental, health and safety standards. Expectations are set that the contractor will provide appropriate training to their workers while working for Keysight or at Keysight locations.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> </ul>
<p>403-6</p>	<p>Access to non-occupational healthcare and health promotion.</p>	<p><b>Worker access to non-occupational medical and healthcare services:</b>            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.</p> <p>For more information, see the following references:</p> <ul style="list-style-type: none"> <li>• Crisis Management: Keysight's Business Continuity and Response to COVID-19</li> <li>• Keysight's Response to Coronavirus (Covid-19)</li> <li>• Keysight's 2021 Corporate Social Responsibility Report</li> </ul> <p><b>Health promotion services and programs:</b>            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> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">Keysight's Response to Coronavirus (Covid-19)</a></li> <li>• <a href="#">Crisis Management: Keysight's Business Continuity and Response to Crisis Events</a></li> <li>• <a href="#">2021 Keysight Corporate Social Responsibility Report (Page 41)</a></li> </ul>

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403-7	Description of OHS impacts directly linked by business relationships.	<p><b>Approach to preventing or mitigating business relationship impacts:</b>            Keysight maintains a best-in-class work environment to ensure the personal safety of everyone who works for Keysight. We do this by providing a safe and compliant work environment complete with recognition and control of workplace hazards, tracking injury and illness rates, training and awareness programs, utilizing a global travel health program, and maintaining robust emergency and disaster recovery plans. Conformance to RBA and ISO standards regarding occupational health and safety supports our principles and helps Keysight achieve EHS objectives.</p> <p>Keysight has internal Key Performance Indicators (KPIs) for continuous improvement towards health and safety goals, including injury and illness rates and workplace accessibility and accommodations. We continuously monitor the health and safety landscape to ensure compliance. Our health and safety initiatives have created a measurable impact on the company's global injury and illness rates. Keysight's injury and illness rates are consistently well below the industry average. In addition to internal metrics, Keysight annually submits to the RBA Self-Assessment Questionnaire (SAQ) and the EcoVadis CSR Assessment to demonstrate the broad impact of our EHSMS. Keysight and its facilities are routinely classified as "low-risk."</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global EHS Policy</a></li> <li>• <a href="#">Keysight Leadership Model (KLM)</a></li> <li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li> <li>• <a href="#">Keysight's Response to Coronavirus (Covid-19)</a></li> <li>• <a href="#">Crisis Management: Keysight's Business Continuity and Response to Crisis Events</a></li> </ul>
403-8	Quantification of workers covered by relevant management systems.	<p><a href="#">Workers Covered by an Occupational Health and Safety Management System (See 2021 GRI Standards Data Report Page 131)</a></p>
403-9	Quantify work-related injuries and calculate relevant ratios.	<p><a href="#">Work-Related Injuries (See 2021 GRI Standards Data Report Page 132)</a></p>
403-10	Details of work-related ill health.	<p><a href="#">Work-Related Ill Health (See 2021 GRI Standards Data Report Page 133)</a></p>
<b>GRI 404: Training and Education 2016</b>		<b>Response &amp; References</b>
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><a href="#">Management Approach: Training and Education (See 2021 GRI Standards Data Report Page 134)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Culture</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Leadership Model (KLM)</a></li> </ul>
404-1	Average hours of training that the organization's employees have undertaken during the reporting period.	<p><a href="#">Average Hours of Training Per Year Per Employee (See 2021 GRI Standards Data Report Page 136)</a></p>
404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	<p>At Keysight, learning is a lifelong pursuit that creates a mindset of professional growth and continuous improvement. Keysight is committed to providing a learning environment and relevant development resources to support employees' continuous development, enhance their skills as well as knowledge and productivity to achieve current and future business objectives.</p> <p>To continue to strengthen employees, the organization's resilience, and continue to support customers in response to COVID-19 pandemic, many initiatives and trainings started in FY20 continued:</p> <ul style="list-style-type: none"> <li>• New Unnormal Podcast: a Keysight Podcast to foster connections between employees and peers</li> <li>• Guides and support for employees to help keep them healthy, productive, and engaged despite external challenges</li> <li>• Leadership Toolkit: includes comprehensive leadership tools, tips and guidance to support managers better engage and connect with employees</li> <li>• A selection of the best learning courses to address dynamic learning needs on ergonomics, effectively working remotely, video meetings, remote collaboration tools, etc.</li> <li>• Employees had access to a wide range of programs, workshops, classes and resources to excel in their roles and have the ability to connect with each other.</li> </ul>

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<p>404-2</p>	<p>Type and scope of programs implemented and assistance provided to upgrade employee skills.</p>	<p>Other programs for upgrading employee skills and transition assistance programs include the following:</p> <p><b>Keysight Learning Platform:</b> Platform offers robust training and development programs, as well as learning resources.</p> <p><b>Diversity, Equity, and Inclusion training:</b> Fostering Inclusion and Diversity program, with certification by Yale University, was launched in fiscal year 2021, and 1,291 managers completed the program.</p> <p><b>Keysight Leadership Model (KLM):</b> KLM is a blueprint for everything Keysight does to continuously drive great value to shareholders, customers and employees. It becomes a common framework and language that creates employee alignment with Keysight’s strategy. KLM is built into employee training and development programs.</p> <p><b>Keysight Strategy Activation (KSA):</b> KSA training is another prioritized training program run globally which increases transparency and alignment to connect employee individual efforts to company strategies and results. Keysight emphasizes learning while doing, experimentation, stretch assignments and on-the-job-learning designed to happen anywhere at any time.</p> <p><b>Value Creation Plans:</b> Keysight builds Value Creation Plans into annual employee objective setting and management plans (as well as regular management check-ins).</p> <p><b>Educational Assistance Program (EAP):</b> Keysight provides an EAP for eligible employees to provide financial and management support for continuing their university or academic degree study.</p> <p><b>Keysight Leadership Development:</b> Keysight designs and implements various leadership development programs, including the Launch Series program for new managers, Executive Online Development Program, and an Advanced Leadership Program. These programs allow participants to learn from the best, leading-edge leadership research and methodologies, and are segmented to different tiers of management to optimize the productivity and potential of employees and teams. In 2021, 247 new Keysight managers completed the Launch Series.</p> <p><b>Mentorship Program:</b> Keysight counts on a culture that supports participation in formal and informal mentoring relationships to foster inclusion, engagement and development. Mentorship at Keysight is accessible to all employees. It focuses the passion, performance and potential of employees by strengthening their connection to their organization, business and team while supporting them in delivering business results. Beginning in 2021, all new hires are invited to participate in New Hire Mentoring on a voluntary basis to learn about Keysight culture and begin to build their network.</p> <p><b>Global Employee Network Groups (ENGs):</b> Employee network groups at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities, and which fall within the context of Keysight’s desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are also various employee networks at Keysight including the Women’s Leadership Development Network, SWE Network, Next Gen Network, Keysight Leadership Network, Toastmasters Club, etc.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Culture</a></li> <li>• <a href="#">Keysight Leadership Model (KLM)</a></li> </ul>
<p>404-3</p>	<p>Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.</p>	<p><a href="#">Percentage of Employees Receiving Regular Performance and Career Development Reviews (See 2021 GRI Standards Data Report Page 138)</a></p>



**Topic**

**GRI Standards Data Index Response & References**

GRI 405: Diversity and Equal Opportunity 2016		Response & References
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><b>Management Approach:</b> Diversity and Equal Opportunity (See 2021 GRI Standards Data Report Page 139)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Diversity and Equal Opportunity Policy</a></li> <li>• <a href="#">Keysight Culture</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Web Page Link of Keysight's relationship with the Society of Women Engineers</a></li> <li>• <a href="#">Keysight CSR News, Awards and Recognition</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">Diversity and Inclusion at Keysight</a></li> </ul>
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.	<a href="#">Diversity of Governance Bodies and Employees (See 2021 GRI Standards Data Report Page 141)</a>
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	<a href="#">Ratio of Basic Salary and Remuneration of Women to Men (See 2021 GRI Standards Data Report Page 142)</a>
GRI 406: Non-Discrimination 2016		Response & References
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><b>Management Approach:</b> Non-discrimination (See 2021 GRI Standards Data Report Page 144)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
406-1	Total number of incidents of discrimination and corrective actions taken.	<a href="#">Incidents of Discrimination and Corrective Actions Taken (See 2021 GRI Standards Data Report Page 146)</a>
GRI 407: Freedom of Association and Collective Bargaining 2016		Response & References
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><b>Management Approach:</b> Freedom of Association and Collective Bargaining (See 2021 GRI Standards Data Report Page 147)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

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>There were no incidents. Keysight follows the laws of each country in which we operate.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Commitment to Human Rights and Labor</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
<b>GRI 408: Child Labor 2016</b>		<b>Response &amp; References</b>
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><b>Management Approach:</b> <a href="#">Child Labor (See 2021 GRI Standards Data Report Page 149)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">Keysight Commitment to Human Rights and Labor</a></li> </ul>
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.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">Keysight Commitment to Human Rights and Labor</a></li> </ul>
<b>GRI 409: Forced or Compulsory Labor 2016</b>		<b>Response &amp; References</b>
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><b>Management Approach:</b> <a href="#">Forced or Compulsory Labor (See 2021 GRI Standards Data Report Page 152)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>

**Topic**

**GRI Standards Data Index Response & References**

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.</p> <p>We also closely monitor compliance with the human rights related regulations. In July 2020, the U.S. Department of State, the U.S. Department of Treasury, the U.S. Department of Commerce, and the U.S. Department of Homeland Security (DHS) jointly issued a Business Advisory to notify U.S. companies of potential human rights issues, involving Uyghurs and other Muslim minority groups, within the Xinjiang Uyghur Autonomous Region (XUAR) region of China. In compliance with this rule, Keysight had conducted a Xinjiang Supply Chain Screening to ensure we are not sourcing from any supply chain partners that conduct operations directly within the XUAR or if located outside of the XUAR, utilize labor resources from the XUAR.</p> <p>In addition, Keysight conducts assessments with 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 a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct (Pages 5 &amp; 6)</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
<b>GRI 410: Security Practices 2016</b>		<b>Response &amp; References</b>
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><b>Management Approach:</b> <a href="#">Security Practices (See 2021 GRI Standards Data Report Page 155)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	<p><a href="#">Security Personnel Trained in Human Rights Policies or Procedures (See 2021 GRI Standards Data Report Page 156)</a></p>
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		<b>Response &amp; References</b>
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><b>Management Approach:</b> <a href="#">Rights of Indigenous Peoples (See 2021 GRI Standards Data Report Page 157)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Affirmative Action and Equal Employment Opportunity Policy Statement</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
411-1	Total number of incidents of violations involving rights of indigenous people and actions taken.	<p><a href="#">Incidents of Violations Involving Rights of Indigenous Peoples (See 2021 GRI Standards Data Report Page 158)</a></p>

**Topic**

**GRI Standards Data Index Response & References**

GRI 412: Human Rights Assessment 2016		Response & References
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><b>Management Approach:</b> Human Rights Assessment (See 2021 GRI Standards Data Report Page 159)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Compliance Hotline</a></li> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<p>In fiscal year 2021, there were no Keysight operations that were subject to human rights reviews or assessments.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> <li>• <a href="#">Keysight Commitment to Human Rights and Labor</a></li> </ul>
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><b>Employee Training on Human Rights Policies or Procedures</b> (See 2021 GRI Standards Data Report Page 161)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> </ul>
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><b>Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening</b> (See 2021 GRI Standards Data Report Page 162)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
GRI 413: Local Communities 2016		Response & References
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><b>Management Approach:</b> Local Communities (See 2021 GRI Standards Data Report Page 163)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.	<p>Omission: Unavailable. Keysight does not generally state the percentage of operations with implemented local community engagement, impact assessments, and/or development programs.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Web Site</a></li> <li>• <a href="#">Communities Information</a></li> </ul>
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>

**Topic**

**GRI Standards Data Index Response & References**

GRI 414: Supplier Social Assessment 2016		Response & References
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><b>Management Approach:</b> <a href="#">Supplier Social Assessment (See 2021 GRI Standards Data Report Page 166)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
414-1	Percentage of new suppliers that were screened using social criteria.	<p><b>New Suppliers that were Screened Using Social Criteria (See 2021 GRI Standards Data Report Page 167)</b></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct (Pages 5 &amp; 6)</a></li> <li>• <a href="#">Statement on Eradication of Slavery and Human Trafficking</a></li> <li>• <a href="#">Keysight Human Rights &amp; Labor Policy</a></li> </ul>
414-2	Suppliers identified as having significant actual and potential negative social impacts.	<p><b>Negative Social Impacts in the Supply Chain and Actions Taken (See 2021 GRI Standards Data Report Page 168)</b></p>
GRI 415: Public Policy 2016		Response & References
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><b>Management Approach:</b> <a href="#">Public Policy (See 2021 GRI Standards Data Report Page 169)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
415-1	Total value of political contributions by country and recipient/beneficiary.	<p><b>Political Contribution (See 2021 GRI Standards Data Report Page 170)</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Lobbying Disclosure</a></li> </ul>
GRI 416: Customer Health and Safety 2016		Information Links
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><b>Management Approach:</b> <a href="#">Customer Health and Safety (See 2021 GRI Standards Data Report Page 171)</a></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Quality Policy</a></li> <li>• <a href="#">Keysight General Specification for the Environment</a></li> <li>• <a href="#">Keysight CSR Management System</a></li> </ul>
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<p><b>Assessment of the Health and Safety Impacts of Product and Service Categories (See 2021 GRI Standards Data Report Page 172)</b></p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Quality Policy</a></li> <li>• <a href="#">Keysight ISO 9001 Certificate</a></li> <li>• <a href="#">Keysight ISO 14001:2015 Certification</a></li> </ul>
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><b>Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services (See 2021 GRI Standards Data Report Page 173)</b></p>

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**GRI Standards Data Index Response & References**

GRI 417: Marketing and Labeling 2016		Response & References
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><b>Management Approach:</b> Marketing and Labeling (See 2021 GRI Standards Data Report Page 174)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> </ul>
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><b>Requirements for Product and Service Information and Labeling</b> (See 2021 GRI Standards Data Report Page 175)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight Take Back Program</li> </ul>
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	Incidents of Non-Compliance Concerning Product and Service Information and Labeling (See 2021 GRI Standards Data Report Page 176)
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	Incidents of Non-Compliance Concerning Marketing Communications (See 2021 GRI Standards Data Report Page 177)
GRI 418: Customer Privacy 2016		Response & References
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><b>Management Approach:</b> Customer Privacy (See 2021 GRI Standards Data Report Page 178)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> <li>Keysight Standards of Business Conduct</li> <li>Keysight Technologies Customer Privacy Statement</li> </ul>
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 2021 GRI Standards Data Report Page 179)
GRI 419: Socioeconomic Compliance 2016		Response & References
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><b>Management Approach:</b> Socioeconomic Compliance (See 2021 GRI Standards Data Report Page 180)</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>Keysight CSR Management System</li> <li>Keysight Standards of Business Conduct</li> </ul>
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 2021 GRI Standards Data Report Page 181)



TCFD



# 2021 Task Force on Climate-related Financial Disclosures (TCFD) Data

Published in May 2022, this data has been prepared in accordance with TCFD's recommendations on climate-related financial disclosures. These disclosures are related to Keysight's sustainability performance in fiscal year 2021 for the period of November 1, 2020 through October 31, 2021.



## TCFD Response & References

### GOVERNANCE

#### a) Describe the board's oversight of climate-related risks and opportunities.

The Board has ultimate responsibility for overseeing risk management governance with a focus on Keysight's most significant risks, while management has day-to-day responsibility for identifying, evaluating, and managing Keysight's risk exposure. The Board is assisted in meeting this responsibility by its committees. One of these committees is the Audit & Finance Committee.

The Keysight Audit & Finance (A&F) Committee is comprised of a minimum of three members of the Board of Directors. The charter of the A&F Committee includes general oversight of company affairs relating to compliance, risk management and the audit function.

The risk management responsibilities of the A&F Committee include oversight of the company's evaluation, assessment and mitigation of risks to Keysight business, including risks associated with compliance with laws, regulations, and ethical standards of business conduct and climate change. Twice per year, each business organization and function meets with the VP of Internal Audit to review and discuss their assessment of these risk factors. In turn, the results are summarized and reviewed with the Audit and Finance Committee during their scheduled meetings.

As required, the A&F Committee and/or Board of Directors will review climate-related issues and management's response.

#### Additional Comments:

Keysight has implemented the following Governance practices:

- Board and/or board committees (e.g. audit, risk, or other committees) are informed about climate-related issues at least semi-annually at board / committee meetings
- Board and/or board committees consider climate-related issues when reviewing and guiding strategy, major action plans, risk management policies, and overseeing major capital expenditures, acquisitions, and divestitures, etc
- Board and/or board committee competency is augmented, for example, by including climate in skills list
- Board and/or board committee monitor and oversee progress against goals and targets for addressing climate-related issues on a biannual to quarterly basis
- Board and/or board committee have assigned climate-related responsibilities to management, whether to sustainability lead or cross-functional committee, with support from functions or region. Relevant management function reports to Board at least semi-annually.
- Board considers defining performance incentives related to climate goals and targets
- Management defines climate strategy / related goals. Climate risks are assessed on an ongoing basis, and mitigation plans are developed for material risks.

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)

#### b) Describe management's role in assessing and managing climate related risks and opportunities.

Keysight has identified four primary management-level positions and/or committees with responsibility for climate-related issues. The positions and their associated responsibilities are described below.

##### Position #1 - Chief Administrative Officer and Chief of Staff

a) The Chief Administrative Officer and Chief of Staff is responsible for directing Keysight's global policies and programs for sustainability, employee security and safety, workplace strategies, global sourcing and indirect procurement, and ensuring effective and efficient internal company operations. The position is also a member of Keysight's CSR Executive Steering Committee.

##### Position #2 – Senior VP of Corporate Services

a) The Senior VP of Corporate Services reports directly to the Chief People and Administrative Officer, Chief of Staff, who reports to the CEO of Keysight Technologies.

b) The Senior VP of Corporate Service is responsible for citizenship and government affairs and serves as executive sponsor of the company's Corporate Social Responsibility (CSR) program which crosses the company efforts in environmental sustainability, social impact and ethical governance. Included in this role, the Senior VP of Corporate Services is responsible for climate-related issues because of the linkages to CSR and business resiliency.

c) Being the executive sponsor, the Senior VP of Corporate Services leads the CSR Executive Steering Committee and reviews quarterly reports on the status of the CSR strategy, initiatives, yearly objectives, and targets. In this role, the Senior VP provides guidance and secures resources, and organization linkages.

## TCFD Response & References

### Continued: b) Describe management's role in assessing and managing climate related risks and opportunities.

#### Position #3 – Global Director Sustainability, Security & Safety

- a) The Global Director of Sustainability, Security & Safety reports directly to the Chief Administrative Officer and Chief of Staff, who reports to the CEO of Keysight Technologies.
- b) The Global Director of Sustainability, Security & Safety defines and drives the environmental and sustainability, safety, health and security policies for Keysight. Annual objectives and targets are set as part of Keysight's Environmental and Security Management systems that help identify risks and opportunities company wide. The Director's associated responsibilities include managing, coordinating, executing and reporting on global issues. The Global Director of Sustainability, Security & Safety led the development of Keysight's new net zero emissions in company operations by 2040 target.
- c) Climate-related issues are monitored regularly by Keysight's Security team via monitoring predictive services and identifying adverse weather events and assessing/mitigating any potential impacts to our people and sites. The Security team reports directly to the Director of Sustainability, Security & Safety. Keysight has established communication protocols for relaying pertinent information to internal company contacts in any case of a critical or high interest environmental, health and/or safety (EHS) event, or other select events with potential for business interruption. Keysight developed and implemented a Wildfire Management Plan - establishing a response team responsible for providing situation updates, facilitating outreach for impacted employees, coordinating assistance for impacted employees, and developing and distributing employee communications. These protocols allow for efficient and timely reporting to internal contacts and preparation of external communications as necessary. They also serve as a mechanism for recording and communicating past lessons learned.

#### Position #4 - Corporate Social Responsibility Governance Team

- a) Keysight's cross-functional CSR Governance Team includes an executive steering committee, Director of CSR, a core team of functional leaders and an extended team of individuals representing all key functions. This structure is responsible for Keysight meeting its CSR vision and stakeholder requirements by identifying program elements and driving accountability company-wide.
- b) The Director of CSR manages the committee and reports to the Senior VP of Corporate Services and ensures delivery of our CSR Strategy based on 6 Foundational Pillars: Ethical Governance, The Environment, Responsible Sourcing, Our People, Communities and Our Solutions.
- c) Climate-related issues are monitored via 'The Environment' and 'Our Solutions' pillars. 'The Environment' pillar prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention both through our own operations as well as our supplier and contractors. As for 'Our Solutions', our highly reliable and long-lasting solutions and services are designed to be safe and compliant with applicable regulations while maximizing the value of our environmental resources with a focus on contributing to a circular economy

#### Additional Comments:

Keysight has implemented the following Governance practices:

- Board and/or board committees (e.g. audit, risk, or other committees) are informed about climate-related issues at least semi-annually at board / committee meetings
- Board and/or board committees consider climate-related issues when reviewing and guiding strategy, major action plans, risk management policies, and overseeing major capital expenditures, acquisitions, and divestitures, etc.
- Board and/or board committee competency is augmented, for example, by including climate in skills list
- Board and/or board committee monitor and oversee progress against goals and targets for addressing climate-related issues on a biannual to quarterly basis
- Board and/or board committee have assigned climate-related responsibilities to management, whether to sustainability lead or cross-functional committee, with support from functions or region. Relevant management function reports to Board at least semi-annually.
- Board considers defining performance incentives related to climate goals and targets
- Management defines climate strategy / related goals. Climate risks are assessed on an ongoing basis, and mitigation plans are developed for material risks.

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)

## STRATEGY

### a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Keysight defines climate-related time horizons as follows:

- Short-term (0 to 3 years) - Projects implemented for energy conservation and emissions reduction are measured and reported annually; however, they are monitored quarterly to ensure optimum outcomes.
- Medium-term (3 to 10 years) - Keysight's strategic plan review (SPR) provides detailed business plans for the upcoming three years and includes climate-related objectives which often extend beyond the 3 year SPR period
- Long-term (10 to 20 years) - Longer term climate focused goals and associated investments are aligned with the company's net zero emissions in operations by end of FY 2040 strategy. Keysight is committed to taking long-term actions to help mitigate the worst impacts of climate change.

While Keysight does not have a formal definition of "substantive financial or strategic impact", for the purposes of this questionnaire, Keysight has identified risks that have the potential to impact operations and operating costs. When assessing climate-change related risks and opportunities, Keysight's Global Sustainability, Security and Safety team conducts both a quantitative assessment of financial impact of risk and probabilistic analyses. The financial impact risk assessment considers cost/investment benefit, while the probabilistic analysis provides a qualitative evaluation of strategic impact by considering alignment with Keysight's overall business strategy and values as expressed in the Keysight Leadership Model. We have also identified opportunities that have the potential to reduce GHG emissions and positively impact additional business possibilities.

## TCFD Response & References

### Continued: a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Keysight has identified climate-related risks and opportunities with potential to have a substantive financial or strategic impact on our business, including:

#### Medium-Term Risks:

##### Increased severity and frequency of extreme weather events such as cyclones and floods

As a global company, Keysight partners with suppliers across the world. We recognize that, in addition to our direct operations, Keysight's suppliers are vulnerable to the increasing impacts of climate change, which will likely cause an increase in extreme weather events in regions where our supply chain is located. For example, Southeast Asia is prone to tropical cyclones and floods. Extreme weather events at supplier locations may lead to short-term delays in manufacturing and/or shipping and could impact our processing and sales.

#### Long-Term Risks:

##### Increased likelihood and severity of wildfires

Keysight Technologies and its employees have experienced significant impacts due to wildfires. We operate in areas that have seen an increase in likelihood and severity of wildfires, including at our company headquarters in Santa Rosa, CA. This is a risk that we have experienced first-hand and we continue to monitor throughout the year.

##### Increased operating costs including increased insurance premiums

The insurance market has been affected by climate change as evidenced by increased cost of premiums in order to maintain coverage. As overall market rates increase it does affect coverage options and capability. While Keysight has not been negatively impacted by hurricanes, typhoons or cyclones, we have seen impact from wildfire events especially at our Santa Rosa, CA headquarters location.

##### Increased severity and frequency of extreme weather events such as cyclones and floods

Volatile changes in weather conditions and effects of climate change could damage or destroy strategic facilities, including our headquarters, which could have a significant negative impact on our operations. We and our customers and suppliers are vulnerable to the increasing impact of climate change. Volatile changes in weather conditions, including extreme heat or cold, could increase the risk of wildfires, floods, blizzards, hurricanes and other weather-related disasters. Disasters created by extreme conditions could cause significant damage to or destruction of our facilities resulting in temporary or long-term closures of our facilities and operations and significant expense for repair or replacement of damaged or destroyed facilities. This could also result in loss or damage to employee homes, employees relocating to other parts of the country or being unwilling to relocate to the strategic locations, housing shortages and loss of or inability to recruit key employees, This could result in adverse impact to the available workforce, damage to or destruction of inventory, inability to manufacture and deliver solutions, cancellation of orders, and breaches of customer contracts leading to reduced revenue.

Some of Keysight's data centers and operating centers have exposure due to the increasing severity and frequency of extreme weather events such as cyclones, typhoons, hurricanes and associated floods. Although several of our locations are in the potential path of hurricanes, typhoons, and cyclones, we have completed readiness plans and have made investments in site mitigation measures where necessary.

Such extreme weather events can cause high winds, flooding causing power outages and network disruptions. Projects implemented are proportional to the severity of the events or potential events. As part of our risk assessment planning and preparedness we look at the risk profile for each location and implement a proportional mitigation measure.

An example of this is the investment in flood control measures at our manufacturing site in Penang, Malaysia that has helped in monsoon and storm events. The mitigation measures implemented have allowed business continuity during these events. In Kolkata, India, our site emergency response team monitored both power and potential rainwater entering our facility during Cyclone Amphan.

#### Shifts in consumer preferences

Like Keysight, our customers care about solving the climate crisis. They want to do their part to mitigate the effects of climate change. As a Scope 3 emission reduction and engagement strategy, customers are requesting and will likely require their suppliers, Keysight included, to reduce annual Scope 1 and Scope 2 emissions. If Keysight does not adhere to customer expectations regarding environmental sustainability, the company may lose revenue due to a shift in consumer demand.

## TCFD Response & References

Continued: **a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**

### Medium-Term Opportunities:

#### Use of more efficient modes of transport

Countries around the world are driving the momentum for a cleaner future through incentives for consumers to adopt hybrid electric vehicles (HEV) and electric vehicles (EV). These and other high-level global initiatives are driving the eMobility revolution in support of a transition toward a more environmentally-friendly mobile ecosystem. Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies.

For example, key to the eMobility transition, and helping speed it safely with the intended positive environmental outcome, are innovative electronic design and test solutions. From clean energy, to batteries, to power electric and hybrid electric vehicles (EV/HEV) with longer ranges, Keysight provides the tools to better design, test, and manufacture the e-mobility ecosystem and renewable energy innovations.

In the coming years, companies across industries will continue to prioritize environmental issues and design, test and manufacture technologies that support them. As a result, we'll see first-to-market hardware and software solutions that conserve natural resources, reduce carbon emissions and minimize reliance on fossil fuels. By forging partnerships with industry leaders and investing in technologies that power electric vehicles, 5G-enabled IoT, solar energy and more, we can create the foundation for a more sustainable future together.

#### Enabling natural resource management, and quality and utilization monitoring

Implementation of the Internet of Things (IoT) and connected network data that enables smart-cities, -homes, and -agriculture, are key to bringing breakthroughs in environmental sustainability. These technologies reduce global reliance on carbon-heavy fuels, enable better natural resource management for energy and food production, and support quality monitoring of soil, water and air as infrastructures become more connected. These applications, however, require the development, evaluation and optimization of state-of-the-art networks and technologies. Keysight empowers IoT and network companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings. Keysight provides solutions that test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications.

In the coming years, companies across industries will continue to prioritize environmental issues and design, test and manufacture technologies that support them. As a result, we'll see first-to-market hardware and software solutions that conserve and better utilize natural resources, reduce carbon emissions and minimize reliance on fossil fuels. By forging partnerships with industry leaders and investing in technologies that power electric vehicles, 5G-enabled IoT, solar energy and more, we can create the foundation for a more sustainable future together.

### Long-Term Opportunities:

#### Use of lower-emission sources of energy

As part of Keysight's net zero emissions in company operations by end of fiscal year 2040 strategy, the company has committed to generate and/or procure 100% of electricity used in our operations from renewable sources by the end of fiscal year 2040. Our renewable energy approach will consider a mix of on-site renewable energy installations, procurement of green energy from utility providers and power purchase agreements in solar and wind energy. As an example of our progress to date, we are began installation of a rooftop solar system at our largest site, in Penang, Malaysia. The solar system will supply clean energy for a portion of the manufacturing site's electricity usage. This project will reduce our operating costs, realized over the long-term.

#### Additional Comments:

Keysight has implemented the following Strategy practices:

- The organization has developed thorough processes to determine which risks and opportunities could have a material financial impact on the organization
- The organization considers impact on its businesses and strategy, on products and services, supply chain and value chain, adaptation and mitigation activities, investment in R&D, operations
- The organization has a clear overview of the interdependencies among the factors that affect its ability to create value over time.
- The organization has a clear understanding of impact on financial planning in Operating costs and revenues, Capital expenditures and capital allocation, Acquisitions or divestments, Access to capital
- The organization has a clear understanding of where its strategy may be affected by climate-related risks and opportunities and how its strategy might change to address such potential risks and opportunities both at an enterprise-level and at the level of specific regions and markets

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)
- [Keysight to Install Rooftop Solar Array in Penang, Malaysia](#)
- [Purposeful Technology Forbes Article](#)

## TCFD Response & References

### b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Climate-related risks and opportunities have influenced Keysight's strategy and/or financial planning, and we have developed a low-carbon transition plan.

In 2021, Keysight announced our target to achieve net zero greenhouse gas emissions in company operations (Scope 1 and Scope 2) by end of fiscal year 2040. Keysight's net zero emissions goal demonstrates our commitment to limiting global warming to 1.5 degrees Celsius per the Paris Agreement framework. To ensure progress and accountability towards the net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable energy and 10% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)
- By the end of fiscal year 2040 – the company commits to 100% renewable energy and 20% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)

The best way to accomplish this goal is through energy efficiency and conservation and transitioning to renewable energy sources.

In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. In addition to the Scope 1 and Scope 2 emissions defined by our net zero goal, Keysight will work with the SBTi initiative to develop approved Scope 3 targets across relevant categories.

Details and the description of influence on each category are described below.

#### Products and Services

Keysight customers are leaders in technology. They are the visionaries and innovators who have achieved breakthroughs that connect and secure the world. To accelerate their innovation, Keysight must anticipate technology trends and be ready with leading-edge solutions ahead of market windows, forging deep relationships that provide them the insights to be first and best. As such we offer the broadest portfolio of highly reliable, long-lasting electronic measurement solutions that are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources. These efforts revolve around a circular economy approach across the lifecycle of our products.

To support our customers continued use of Keysight solutions, one of Keysight's business groups is solely focused on the service, support, and calibration of the installed base. As the customer's test needs evolve along with the latest technology, Keysight:

- Supports upgrades and migration programs through our Technology Refresh and Asset Management services
- Has a Remarketing Solutions program dedicated to recovering older instruments for resale — this offers a certain segment of our customers (e.g., start-ups, academics, etc.) a competitively priced alternative to buying a new instrument while enabling the company to use less environmental resources to manufacture new products to meet this customer demand
- 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.
- Has a Product Take-Back program that provides safe instrumentation disposal and recycling.

Additionally, Keysight no longer issues paper product manuals as a default; instead customers are given electronic product manuals with print manuals provided only upon request.

#### Supply chain and/or value chain

Through supply chain management, we ensure that our global suppliers adhere to the same strict environmental standards as Keysight. We build strong partnerships to support environmental efforts that limit climate change impact. This includes partnering with customers, as their supplier, to help them meet their own corporate environmental goals. In addition, Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making progress toward RBA Code of Conduct compliance while encouraging our first-tier suppliers to do the same.

Climate change risks are reviewed bi-annually, or more frequently on a case-by-case basis, by Keysight's Sustainability, Security and Safety management team or committees appointed by the board for our site facilities.

In addition, Keysight's supply chain is diversified across global locations, again minimizing the risk of natural disasters impacting Keysight business.

Keysight implements to the approved annual plan, while utilizing our environmental policies, to mitigate climate change. The company uses the ISO 14001:2015 environmental management system to monitor and reduce environmental impacts from GHG emissions, and use the environmental standards set by GSE to create policies for our workforce and supply chain. Not only do we comply with these strict environmental standards, but we require our suppliers to comply with them as well.

In addition, Keysight prioritizes projects that conserve natural resources and improve efficiency. Example projects, which are identified during annual planning, have ranged from upgrading lighting systems to more involved and investment intensive initiatives such as upgrading infrastructure equipment.

## TCFD Response & References

### Continued: b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

#### Investment in R&D

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. We accelerate our customers' breakthroughs by providing leading-edge design, test, manufacture, and optimization solutions in clean technology, social impact and wellness and safety and security.

Specifically as it relates to climate change, disruptive innovations in automotive electro-mobility, renewable energy and the Internet of Things (IoT) that enable smart-cities, -homes, and -agriculture, are key to bringing breakthroughs in environmental sustainability. These technologies reduce global reliance on carbon-heavy fuels, enable better natural resource management for energy and food production, and support quality monitoring of soil, water and air as infrastructures become more connected. Keysight empowers this clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture and monitor next-generation environmentally sustainable product and services.

In the coming years, companies across industries will continue to prioritize environmental issues and the design, test and manufacture technologies that support them. As a result, we'll see first-to-market hardware and software solutions that conserve natural resources, reduce carbon emissions, and minimize reliance on fossil fuels. By forging partnerships with industry leaders and investing in technologies that power electric vehicles, 5G-enabled IoT, solar energy and more, we can create the foundation for a more sustainable future together. More information on this opportunity to pursue purposeful technology can be found in the attached article

#### Operations

Keysight has an established and mature energy conservation program. Additionally, Keysight is committed to a long-term target to achieve net zero emissions in company operations by end of fiscal year 2040. To help achieve our goals, we have implemented various energy saving programs throughout our worldwide operations:

- Penang, Malaysia – began project to install a 5.8MW peak rooftop solar project, with estimated completion in Spring 2022.
- Santa Rosa, CA – installation of 3 acres of solar panels which generates about 5% of site's energy needs
- Santa Rosa, CA – installation of more than 54 EV charging stations.
- Site Building Amenities – LED and BAS Sensor Lighting Keysight has completed installations of in-track, building automation systems (BAS) sensor LED lighting systems in four of its owned sites: Santa Rosa; Colorado Springs; Penang, Malaysia; and Hachioji, Japan. Partial installations of the same lighting systems have been made at the Roseville, CA site, and the Beijing and Chengdu sites in China. The lighting system adjusts light output according to natural light levels and human presence. These installations have significantly reduced GHG emission levels.
- Boeblingen, Germany – optimized wide area network (WAN) and data center which significantly reduced the site's energy consumption. This involved thorough cleaning to ensure the most efficient operation of the data center equipment as any dust or contamination results in higher energy consumption.
- Chengdu, China – installed variable frequency drive (VFD) for heating, ventilation, and air conditioning (HVAC) pumps which monitors and controls water supply and increases energy efficiency fed into the HVAC pipes.
- Behavioral Changes – The Penang, Malaysia site implemented an initiative to switch off their air handling unit (AHU) one hour earlier each day. This action alone has significantly reduced the site's GHG emission levels and increased energy conservation while not impacting employee comfort.
- Solar Shading – The Boeblingen, Germany site has solar window shades which automatically adjust throughout the day according to natural light and weather conditions.

Climate-related risks and opportunities have influenced the following financial planning elements, described below (Capital expenditures, Capital allocation, & Access to Capital):

- Considering the risks and opportunities above, capital and expense to mitigate wildfire and extreme weather would be considered in the annual budgeting process.
- Investments in EV, Energy, IoT, and other related clean tech testing solutions would be evaluated relative to investments in other revenue generating opportunities.
- At our higher energy consuming sites, through the process of conducting energy and water audits, we have generated a list of conservation and energy reduction projects. These projects are reviewed frequently per Keysight's financial planning processes in addition to ensuring alignment with business strategies. Implementation of these projects effect short- and long-term cost reductions. Associated financial savings have been identified along with significant reduction in GHG emissions.
- Keysight's strategic plan review (SPR) provides detailed business plans for the upcoming three years and includes climate-related objectives which often extend beyond the 3-year SPR period. Projects are prioritized when they support the company's net zero in operations by end of fiscal year 2040 goal and 2030 interim goal.
- Energy and water reduction projects requiring capital expenditure are considered per Keysight's financial planning processes. Projects are evaluated based on cost savings, emission reduction and cost avoidance. In addition, we ensure all projects implemented are in line with our CSR vision and business strategies.

## TCFD Response & References

### Continued: b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

#### Additional Comments:

Keysight has implemented the following Strategy practices:

- The organization has developed thorough processes to determine which risks and opportunities could have a material financial impact on the organization
- The organization considers impact on its businesses and strategy, on products and services, supply chain and value chain, adaptation and mitigation activities, investment in R&D, operations
- The organization has a clear overview of the interdependencies among the factors that affect its ability to create value over time.
- The organization has a clear understanding of impact on financial planning in Operating costs and revenues, Capital expenditures and capital allocation, Acquisitions or divestments, Access to capital
- The organization has a clear understanding of where its strategy may be affected by climate-related risks and opportunities and how its strategy might change to address such potential risks and opportunities both at an enterprise-level and at the level of specific regions and markets

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)
- [Purposeful Technology Forbes Article](#)
- [Keysight's Response to Climate Change](#)
- [Keysight RBA Affiliate Member](#)
- [Keysight Commits to Science Based Targets Initiative](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)
- [Keysight to Install Rooftop Solar Array in Penang, Malaysia](#)

### c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Keysight implements a strong governance structure with documented processes to ensure the company meets local laws and requirements as it relates to environmental topics, including climate change. Our processes for identifying, assessing and responding to climate-related risks and opportunities are managed and reported at various levels across the company.

Climate change risks are reviewed bi-annually, or more frequently on a case-by-case basis, by Keysight's Global Sustainability, Security & Safety team. Keysight's Board of Directors also regularly reviews risks to Keysight, including climate change risk.

In addition, the Global Director of Sustainability, Security and Safety conducts an annual risk assessment as part of our ISO14001:2015 certification. Social responsibility is one of the enabling values within the Keysight Leadership Model (KLM), and Keysight's efforts to combat climate change are an integral part of our corporate social responsibility (CSR) program. As such, Keysight's climate change efforts are managed through the CSR Management System with a defined scope and Plan>Do>Check>Act approach. In support of tracking emerging risks and risk mitigation initiatives, the CSR team tracks results quarterly and reviews with the CSR Steering Committee.

The results of these assessments are communicated to the Chief Administrative Officer and Chief of Staff and, as appropriate, the VP of Internal Audit for their reviews. Based on the decision, projects and budgets will be allocated accordingly to the areas of need.

#### Additional Comments:

Keysight has implemented the following Strategy practices:

- The organization has developed thorough processes to determine which risks and opportunities could have a material financial impact on the organization
- The organization considers impact on its businesses and strategy, on products and services, supply chain and value chain, adaptation and mitigation activities, investment in R&D, operations
- The organization has a clear overview of the interdependencies among the factors that affect its ability to create value over time.
- The organization has a clear understanding of impact on financial planning in Operating costs and revenues, Capital expenditures and capital allocation, Acquisitions or divestments, Access to capital

The organization has a clear understanding of where its strategy may be affected by climate-related risks and opportunities and how its strategy might change to address such potential risks and opportunities both at an enterprise-level and at the level of specific regions and markets

See Keysight's most recent CDP Report for more information.

## TCFD Response & References

Continued: c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

### References:

- [CDP Reporting](#)
- [Keysight Commits to Science Based Targets Initiative](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)

## RISK MANAGEMENT

### a) Describe the organization's processes for identifying and assessing climate-related risks

Keysight implements a strong governance structure with documented processes to ensure the company meets local laws and requirements as it relates to environmental topics, including climate change. Our processes for identifying, assessing and responding to climate-related risks and opportunities are managed and reported at various levels across the company. Keysight's customer-focused quality policy and comprehensive Business Management System ensures processes meet business needs and regulatory requirements around the world.

Risks are identified through the company's risk assessment process that broadly covers strategic, operational, and compliance/reporting risks. The assessment is conducted by Internal Audit in partnership with Compliance and the Corporate Controller and includes self-assessments by key executives responsible for all major businesses and functions in the company. Twice per year, each business organization and function meet with the VP of Internal Audit to review and discuss their assessment of these risk factors. In turn, the results are summarized and reviewed with the Keysight Audit & Finance (A&F) Committee, which is comprised of a minimum of three member of the Board of Directors.

### Additional Comments:

Keysight has implemented the following Risk Management practices:

- The organization has a thorough process in place to assess the potential size and scope of identified climate-related risks
- The organization is using thorough processes for prioritizing climate-related risks, including materiality determinations
- The organization is using clear definitions of risk terminology or references to existing risk classification frameworks
- The organization is monitoring existing and emerging regulatory requirements related to climate change (e.g., limits on emissions) as well as other relevant factors
- The organization has a thorough process in place to manage climate-related risks, i.e. to mitigate, transfer, accept, or control those risks
- The organization can determine their relative significance in relation to other risks.
- The organization has integrated climate-related risks in its overall risk management process

See Keysight's most recent CDP Report for more information.

### References:

- [Keysight Take Back Program](#)
- [Keysight CSR News, Awards and Recognition](#)
- [Keysight Standards of Business Conduct](#)
- [CDP Reporting](#)
- [Keysight Leadership Model \(KLM\)](#)
- [Keysight Circular Economy](#)
- [Technology Refresh Services](#)
- [Test Asset Management and Optimization](#)



## TCFD Response & References

### b) Describe the organization's processes for managing climate-related risks.

The Board has ultimate responsibility for overseeing risk management governance with a focus on Keysight's most significant risks, while management has day-to-day responsibility for identifying, evaluating, and managing Keysight's risk exposure. The Board is assisted in meeting this responsibility by its committees. One of these committees is the Audit & Finance Committee.

The Keysight Audit & Finance (A&F) Committee is comprised of a minimum of three members of the Board of Directors. The charter of the A&F Committee includes general oversight of company affairs relating to compliance, risk management and the audit function.

The risk management responsibilities of the A&F Committee include oversight of the company's evaluation, assessment and mitigation of risks to Keysight business, including risks associated with compliance with laws, regulations, and ethical standards of business conduct and climate change. Twice per year, each business organization and function meets with the VP of Internal Audit to review and discuss their assessment of these risk factors. In turn, the results are summarized and reviewed with the Audit and Finance Committee during their scheduled meetings.

As required, the A&F Committee and/or Board of Directors will review climate-related issues and management's response.

Keysight is committed to achieving net zero emissions in our operations by end of fiscal year 2040, including the usage of 100% renewable energy. This aligns our company with the Paris Agreement's ambition to limit global warming to 1.5°C. We set these goals to support our customers, bolster business continuity and resilience, mitigate physical risk, and provide long-term value by further integrating sustainability into the way we do business.

#### **Additional Comments:**

Keysight has implemented the following Risk Management practices:

- The organization has a thorough process in place to assess the potential size and scope of identified climate-related risks
- The organization is using thorough processes for prioritizing climate-related risks, including materiality determinations
- The organization is using clear definitions of risk terminology or references to existing risk classification frameworks
- The organization is monitoring existing and emerging regulatory requirements related to climate change (e.g., limits on emissions) as well as other relevant factors
- The organization has a thorough process in place to manage climate-related risks, i.e. to mitigate, transfer, accept, or control those risks
- The organization can determine their relative significance in relation to other risks.
- The organization has integrated climate-related risks in its overall risk management process

See Keysight's most recent CDP Report for more information.

#### **References:**

- [CDP Reporting](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)

## TCFD Response & References

### c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Keysight implements a strong governance structure with documented processes to ensure the company meets local laws and requirements as it relates to environmental topics, including climate change. Our processes for identifying, assessing and responding to climate-related risks and opportunities are managed and reported at various levels across the company. Keysight's customer-focused quality policy and comprehensive Business Management System ensures processes meet business needs and regulatory requirements around the world.

Risks are identified through the company's risk assessment process that broadly covers strategic, operational, and compliance/reporting risks. The assessment is conducted by Internal Audit in partnership with Compliance and the Corporate Controller and includes self-assessments by key executives responsible for all major businesses and functions in the company. Twice per year, each business organization and function meet with the VP of Internal Audit to review and discuss their assessment of these risk factors. In turn, the results are summarized and reviewed with the Keysight Audit & Finance (A&F) Committee, which is comprised of a minimum of three member of the Board of Directors.

Keysight's Corporate Social Responsibility (CSR) program is managed by a cross-functional governance team responsible for meeting the company's corporate citizenship vision and stakeholder expectations by identifying program elements and driving accountabilities company-wide. The Executive sponsor is Keysight's Senior VP of Corporate Services, who also oversees the company's government affairs activities. Keysight CSR Management System provides the strategic framework to govern policies, processes and procedures that ensures the company achieves its CSR vision and objectives, including those related to environmental sustainability. These efforts are managed through the CSR Management System with a defined scope and Plan>Do>Check>Act approach with support and accountability across functions.

- **Plan** – Enabling Continuous Improvement. As part of our annual planning and commitment to continuous improvement, Keysight considers results and actions from the previous year, and any identified gaps or changes to the company's risk profile as it relates to climate change to determine target efforts or changes to our key impact goals for the upcoming year.
- **Do** – Implement to Plan. Keysight implements to the approved annual plan, while utilizing our environmental policies, to mitigate climate change. The company uses the ISO 14001:2015 environmental management system to monitor and reduce environmental impacts from GHG emissions, and uses the environmental standards set by GSE to create policies for our workforce and supply chain. Not only do we comply with these strict environmental standards, but we require our suppliers to comply with them as well. In addition, Keysight implements several projects to conserve natural resources and improve efficiency. Example projects, which are identified during annual planning, have ranged from relatively simple initiatives like upgrading lighting systems and replacing existing bulbs with lower wattage bulbs to more involved and investment-intensive initiatives such as upgrading infrastructure equipment. Additional examples of Keysight's programs related to climate change are described in the appendix of this document.
- **Check** – Validate and Report Results of Climate Change Response. We focus on validating actions and reporting results in various ways:
  - Quarterly Program Reporting – Climate change initiatives and actions are tracked on a quarterly basis using a key performance indicator dashboard to ensure progress to target.
  - Function-Specific Audits – Detailed tracking on climate change efforts is completed by function. Any missed targets or non-compliance corrective actions are escalated to functional management or CSR Governance Team as needed.
  - Stakeholder Engagement Tracking – Regular stakeholder engagement ensures results and actions are communicated and trends are provided to appropriate functional teams should any issues related to climate change arise.
  - External Reporting – We voluntarily report our environmental results, practices, and annual GHG emission calculations through Keysight's annual Corporate Social Responsibility Report. Additionally, we implement internal audits against supporting policies and procedures, participate in multiple external surveys (such as RBA's self-assessment questionnaires and Ecovadis CSR assessment), and make data available to rating organizations including SAM, CDP, Morgan Stanley Capital International, Sustainalytics and various green energy surveys.
- **Act** – Accountability and Adjustment. While climate change actions are addressed under Keysight's CSR governance team structure, the company's Chief Administrative Officer has direct oversight of climate initiatives that are managed by Keysight's Global Director of Sustainability, Security and Safety, who leads Keysight's Environmental Health and Safety Management System (EHSMS) team. Where climate change matters may have significance for Keysight, they are reviewed by our EHSMS team and communicated worldwide, ensuring accountability within functional teams and Keysight's executive staff to complete initiatives and meet measures. With regular reporting reviews to Keysight's executive team as part of our CSR management system, climate change mitigation activities are discussed and immediately adjusted if warranted, or reviewed in depth during a future session to ensure continuous improvement efforts in support of climate change action.

#### Additional Comments:

Keysight has implemented the following Risk Management practices:

- The organization has a thorough process in place to assess the potential size and scope of identified climate-related risks
- The organization is using thorough processes for prioritizing climate-related risks, including materiality determinations
- The organization is using clear definitions of risk terminology or references to existing risk classification frameworks
- The organization is monitoring existing and emerging regulatory requirements related to climate change (e.g., limits on emissions) as well as other relevant factors
- The organization has a thorough process in place to manage climate-related risks, i.e. to mitigate, transfer, accept, or control those risks
- The organization can determine their relative significance in relation to other risks.
- organization has integrated climate-related risks in its overall risk management process

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)
- [Keysight Leadership Model \(KLM\)](#)

## TCFD Response & References

### METRICS AND TARGETS

#### a) Disclose the metrics used by the Organization to Assess Climate-Related Risks and Opportunities in line with its strategy and risk management process.

In 2021, Keysight announced our target to achieve net zero greenhouse gas emissions in company operations (Scope 1 and Scope 2) by end of fiscal year 2040. To ensure progress and accountability towards the net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable energy and 10% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)
- By the end of fiscal year 2040 – the company commits to 100% renewable energy and 20% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)

Additionally, in September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets (SBTs) in line with limiting global warming to 1.5 degrees Celsius.

Keysight considers the following risk types in our climate-related risk assessments.

#### Current Regulation

Keysight implements a strong governance structure with documented processes to ensure the company meets local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO14001:2015; Environmental, Occupational Health & Safety (EHS); General Specification for the Environment (GSE).

As part of the ISO14001:2015 certification, Keysight has identified four types of compliance obligations: (1) operational obligations (laws and regulations related to industrial operations and facilities), (2) product obligations (legal and customer requirements related to products), (3) internal obligations (Keysight's corporate EHS Standards) and (4) voluntary obligations (e.g. ISO14001 certification, Responsible Business Alliance (RBA), ISO45001). These obligations, both internal and external are routinely reviewed, and the database of legal requirements are maintained and tracked in an EHS compliance requirements tracking system. As part of our Global Environmental, Occupational Health & Safety Policy, Keysight ensures we conduct our business in an ethical, legally compliant manner.

#### Emerging Regulation

As part of Keysight's ISO14001:2015 certification process, Keysight constantly reviews changes in applicable regulations at our various locations. This is tracked and managed in our online tracking system. For example, Keysight is monitoring proposed EU Climate Action, including the 2030 Climate Target Plan and European Climate Law. Our goal to achieve net zero emissions in company operations by end of fiscal year 2040 considers proposed and emerging regulations.

Keysight also evaluates legal requirements for the use of our products in the intended locations. Legal and customer EHS compliance requirements related to Keysight Products are identified in various sub-processes of the Business Management System, including the Customer Requirements Definition (Marketing), and Product Lifecycle (R&D) or Product Generation.

#### Technology

Keysight is proud to facilitate 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.

Our company enables 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 connected communications and clean technologies.

We also recognize that with emerging technology, there is risk that a company may not innovate quickly enough to stay ahead of changing technology. Keysight is proud to have a culture of innovation to stay ahead of evolving technology conditions.

Additionally, as customers implement initiatives to reduce their emissions, they will consider and value low-carbon and energy efficient technology. Keysight's contributes to a Circular Economy by assuring our solutions are designed and produced to support an extensive use phase, of up to 40 years active service; supported by our calibration, repair and remarketing services.

#### Legal

Keysight's values make our culture dynamic and inspiring, creating an environment where innovation and experimentation thrive. They drive our business objectives and the way we make decisions. They guide how we work with each other and interact with our customers, our shareholders, and our communities. We adhere to the highest standards of ethics, integrity, and compliance requirements everywhere we do business.

Keysight ensures implementation of our Standards of Business Conduct that commits us to following the law, and other compliance obligations.

## TCFD Response & References

### Continued: a) Disclose the metrics used by the Organization to Assess Climate-Related Risks and Opportunities in line with its strategy and risk management process.

#### Market

Keysight focuses on the service, support, and calibration of the installed base. Keysight provides the following solutions:

- Supports upgrades and migration programs through our Technology Refresh and Asset Management services.
- Has a Remarketing Solutions program dedicated to recovering older instruments for resale — this offers a certain segment of our customers, (start-ups, academics, etc.) a competitively priced alternative to buying a new instrument while enabling the company to use less environmental resources to manufacture new products to meet this customer demand.
- Offers a Take Back program to manage the appropriate treatment of solutions when the end of their service life is reached.
- Subscribes to the principles of circular economy designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. Our activities preserve value in the form of energy, labor and materials.

This means designing for long-lasting use, reuse, remanufacturing and recycling to keep products, components, and materials circulating in the economy Keysight's main contribution to a Circular Economy is by designing and producing solutions that support an extensive use phase, of up to 40 years active service; supported by our calibration, repair and remarketing services.

#### Reputation

Reputation and brand value can significantly impact business performance. 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. We are proud of our reputation as an environmental steward as recognized through many awards including Drucker Institute Top 250, Great Places to Work, Just 100 Ranking, Barron's 100 Most Sustainably Companies in America and many others.

Keysight's Leadership Model (KLM) is the company's enabler to continuously deliver greater value to customers, shareholders, and employees. It is the philosophy that permeates every aspect of our operations—driving innovation, speed, and excellence in execution. Enabling our customers' business and technological success drives everything we do. When our customers are successful, it enables us to deliver the returns and performance our shareholders expect, and it allows us to be a healthy business with opportunities for employees. As part of our KLM social responsibility value, we adhere to ethical, environmentally sustainable, and socially responsible operations. In the environmental space, we prioritize natural resource conservation, emission reduction, waste minimization and pollution prevention, and we partner with our suppliers and contractors to better achieve our sustainability goals.

#### Acute Physical

Acute physical risks such as climate-related extreme weather events can cause site operation disruptions and impact business continuity. We have factored this into our planning cycles and infrastructure investments. 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.

In response, Keysight developed and implemented a Wildfire Management Plan - establishing a response team responsible for providing situation updates, facilitating outreach for impacted employees, coordinating assistance for impacted employees, and developing and distributing employee communications.

Our Supply chain can also be impacted by adverse weather events and natural disasters. However, Keysight's supply chain is diversified across global locations, again minimizing the risk of natural disasters impacting Keysight business.

## TCFD Response & References

### Continued: a) Disclose the metrics used by the Organization to Assess Climate-Related Risks and Opportunities in line with its strategy and risk management process.

#### Chronic Physical

Keysight conducts an annual assessment of our global environmental aspects and impacts, risks and opportunities including factors related to long term business continuity. An example of long-term chronic physical risks includes the increasing trend of wildfires in the USA. As a result, we have incorporated mitigating contingencies in business continuity planning, particularly at our sites in California and Colorado.

Additionally, Keysight has identified climate-related opportunities, including:

#### Resource Efficiency

Countries around the world are driving the momentum for a cleaner future through incentives for consumers to adopt hybrid electric vehicles (HEV) and electric vehicles (EV). These and other high-level global initiatives are driving the eMobility revolution in support of a transition toward a more environmentally-friendly mobile ecosystem. Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies.

For example, key to the eMobility transition, and helping speed it safely with the intended positive environmental outcome, are innovative electronic design and test solutions. From clean energy, to batteries, to power electric and hybrid electric vehicles (EV/HEV) with longer ranges, Keysight provides the tools to better design, test, and manufacture the e-mobility ecosystem and renewable energy innovations.

In the coming years, companies across industries will continue to prioritize environmental issues and design, test and manufacture technologies that support them. As a result, we'll see first-to-market hardware and software solutions that conserve natural resources, reduce carbon emissions and minimize reliance on fossil fuels. By forging partnerships with industry leaders and investing in technologies that power electric vehicles, 5G-enabled IoT, solar energy and more, we can create the foundation for a more sustainable future together.

#### Energy source

As part of Keysight's net zero emissions in company operations by end of fiscal year 2040 strategy, the company has committed to generate and/or procure 100% of electricity used in our operations from renewable sources by the end of fiscal year 2040. Our renewable energy approach will consider a mix of on-site renewable energy installations, procurement of green energy from utility providers and power purchase agreements in solar and wind energy. As an example of our progress to date, we are facilitating the installation of a 5.8MW peak rooftop solar system at our largest site, in Penang, Malaysia. The solar system will supply clean energy for a portion of the manufacturing site's electricity usage. This project will reduce our operating costs, realized over the long-term.

#### Products and Services

Implementation of the Internet of Things (IoT) and connected network data that enables smart-cities, -homes, and -agriculture, are key to bringing breakthroughs in environmental sustainability. These technologies reduce global reliance on carbon-heavy fuels, enable better natural resource management for energy and food production, and support quality monitoring of soil, water and air as infrastructures become more connected. These applications, however, require the development, evaluation and optimization of state-of-the-art networks and technologies. Keysight empowers IoT and network companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings. Keysight provides solutions that test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications.

In the coming years, companies across industries will continue to prioritize environmental issues and design, test and manufacture technologies that support them. As a result, we'll see first-to-market hardware and software solutions that conserve and better utilize natural resources, reduce carbon emissions and minimize reliance on fossil fuels. By forging partnerships with industry leaders and investing in technologies that power electric vehicles, 5G-enabled IoT, solar energy and more, we can create the foundation for a more sustainable future together.

#### Additional Comments:

Keysight has implemented the follow Metrics & Targets practices:

- The organization is reporting on its Scope 1 and Scope 2 GHG emissions
- The organization is measuring its Scope 3 GHG emissions
- The organization has set an organization-wide emissions reduction target that include the following: whether the target is absolute or intensity based, time frames over which the target applies, base year from which progress is measured, and key performance indicators used to assess progress against targets.
- The organization has committed to defining a Science-Based Target within 2 years
- The organization is measuring additional metrics on climate-related risks associated with water, energy, land use, and waste management where relevant and applicable
- The organization has a good understanding of GHG emissions-related risks
- The organization has defined clear methodologies to calculate or estimate climate-related metrics
- The organization is providing historical trends (by relevant country and/or jurisdictions, business line, or asset type)
- The organization is providing analysis of progress against goals and targets

See Keysight's most recent CDP Report for more information.

#### References:

- [CDP Reporting](#)
- [Keysight to Install Rooftop Solar Array in Penang, Malaysia](#)
- [Purposeful Technology Forbes Article](#)

## TCFD Response & References

### b) Disclose Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions, and the Related Risks

Scope 1 Greenhouse Gas (GHG) Emissions: 14,757

Scope 2 Greenhouse Gas (GHG) Emissions: 81,902

In 2021, Keysight announced our target to achieve net zero greenhouse gas emissions in company operations (Scope 1 and Scope 2) by end of fiscal year 2040. To ensure progress and accountability towards the net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable energy and 10% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)
- By the end of fiscal year 2040 – the company commits to 100% renewable energy and 20% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)

Keysight implements to the approved annual plan, while utilizing our environmental policies, to mitigate climate change. The company uses the ISO 14001:2015 environmental management system to monitor and reduce environmental impacts from GHG emissions, and uses the environmental standards set by the General Specification for the Environment (GSE) to create policies for our workforce and supply chain.

#### Additional Comments:

Keysight has implemented the follow Metrics & Targets practices:

- The organization is reporting on its Scope 1 and Scope 2 GHG emissions
- The organization is measuring its Scope 3 GHG emissions
- The organization has set an organization-wide emissions reduction target that include the following: whether the target is absolute or intensity based, time frames over which the target applies, base year from which progress is measured, and key performance indicators used to assess progress against targets.
- The organization has committed to defining a Science-Based Target within 2 years
- The organization is measuring additional metrics on climate-related risks associated with water, energy, land use, and waste management where relevant and applicable
- The organization has a good understanding of GHG emissions-related risks
- The organization has defined clear methodologies to calculate or estimate climate-related metrics
- The organization is providing historical trends (by relevant country and/or jurisdictions, business line, or asset type)
- The organization is providing analysis of progress against goals and target

Scope 1 and Scope 2 GHG Emissions reported as t CO<sub>2</sub>e.

Scope 2 GHG Emissions reported as Market-Based Emissions.

See Keysight's most recent CDP Report for more information.

#### References:

- [2021 Annual Report \(10K\)](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)
- [CDP Reporting](#)
- [Keysight General Specification for the Environment](#)

## TCFD Response & References

### b) Disclose Scope 3 Greenhouse Gas (GHG) Emissions and the Related Risks

Scope 3 Greenhouse Gas (GHG) Emissions: 99,445

In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets (SBTs) in line with limiting global warming to 1.5 degrees Celsius. In addition to Scope 1 and Scope 2 emissions defined by our net zero goal, Keysight will develop Scope 3 reduction and engagement targets across relevant categories as part of our commitment to science-based targets.

Keysight implements to the approved annual plan, while utilizing our environmental policies, to mitigate climate change. The company uses the ISO 14001:2015 environmental management system to monitor and reduce environmental impacts from GHG emissions, and uses the environmental standards set by the General Specification for the Environment (GSE) to create policies for our workforce and supply chain.

#### **Additional Comments:**

Keysight has implemented the follow Metrics & Targets practices:

- The organization is reporting on its Scope 1 and Scope 2 GHG emissions
- The organization is measuring its Scope 3 GHG emissions
- The organization has set an organization-wide emissions reduction target that include the following: whether the target is absolute or intensity based, time frames over which the target applies, base year from which progress is measured, and key performance indicators used to assess progress against targets.
- The organization has committed to defining a Science-Based Target within 2 years
- The organization is measuring additional metrics on climate-related risks associated with water, energy, land use, and waste management where relevant and applicable
- The organization has a good understanding of GHG emissions-related risks
- The organization has defined clear methodologies to calculate or estimate climate-related metrics
- The organization is providing historical trends (by relevant country and/or jurisdictions, business line, or asset type)
- The organization is providing analysis of progress against goals and targets

Scope 3 GHG Emissions reported as t CO<sub>2</sub>e.

See Keysight's most recent CDP Report for more information.

#### **References:**

- [2021 Annual Report \(10K\)](#)
- [Keysight Commits to Science Based Targets Initiative](#)
- [Keysight General Specification for the Environment](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)
- [CDP Reporting](#)

## TCFD Response & References

### c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In 2021, Keysight announced our target to achieve net zero greenhouse gas emissions in company operations (Scope 1 and Scope 2) by end of fiscal year 2040. To ensure progress and accountability towards the net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable energy and 10% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)
- By the end of fiscal year 2040 – the company commits to 100% renewable energy and 20% energy reduction through efficiency and conservation initiatives (based on fiscal year 2019 baseline)

In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets in line with limiting global warming to 1.5 degrees Celsius.

#### **Additional Comments:**

Keysight has implemented the follow Metrics & Targets practices:

- The organization is reporting on its Scope 1 and Scope 2 GHG emissions
- The organization is measuring its Scope 3 GHG emissions
- The organization has set an organization-wide emissions reduction target that include the following: whether the target is absolute or intensity based, time frames over which the target applies, base year from which progress is measured, and key performance indicators used to assess progress against targets.
- The organization has committed to defining a Science-Based Target within 2 years
- The organization is measuring additional metrics on climate-related risks associated with water, energy, land use, and waste management where relevant and applicable
- The organization has a good understanding of GHG emissions-related risks
- The organization has defined clear methodologies to calculate or estimate climate-related metrics
- The organization is providing historical trends (by relevant country and/or jurisdictions, business line, or asset type)
- The organization is providing analysis of progress against goals and target

See Keysight's most recent CDP Report for more information.

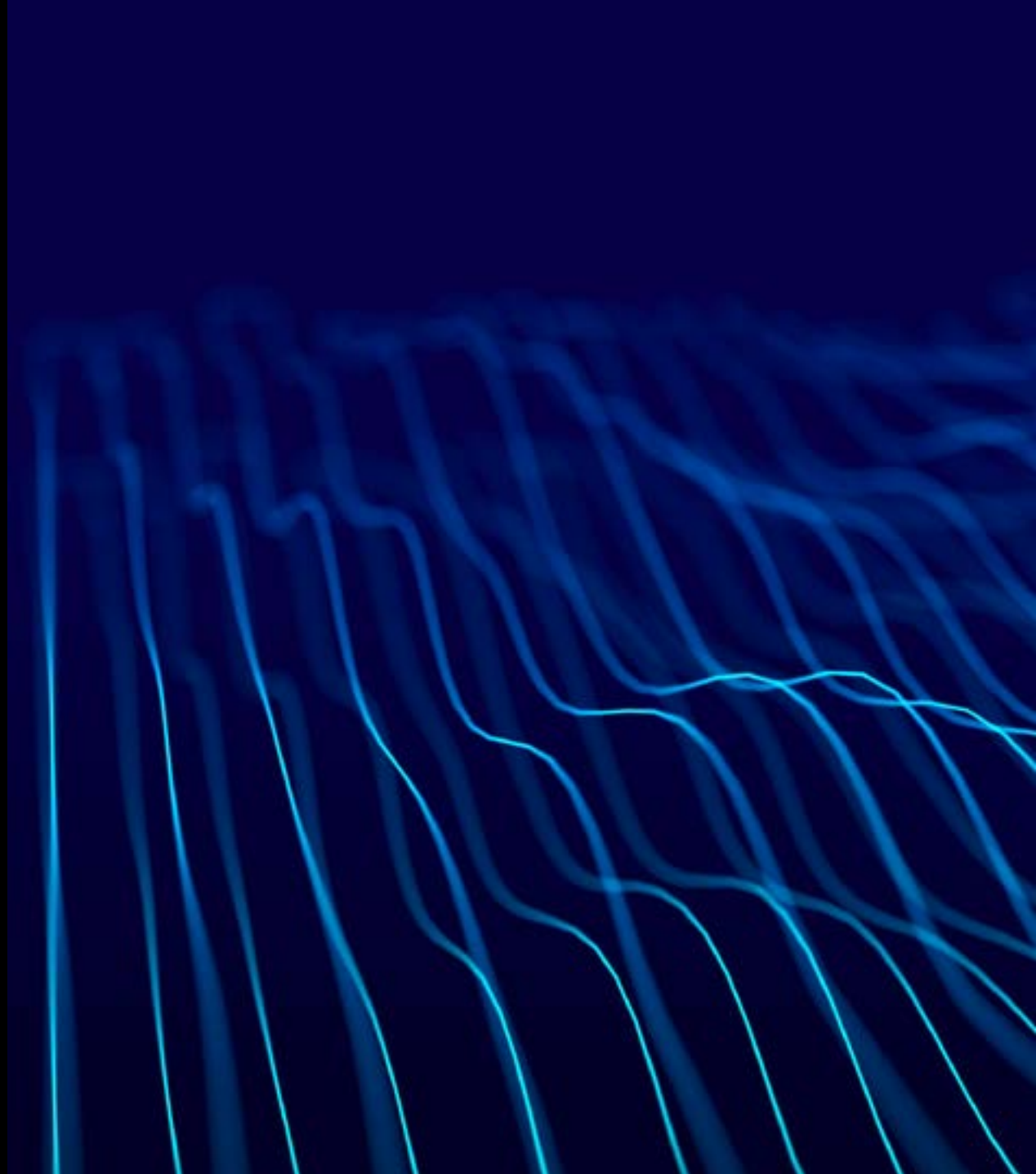
#### **References:**

- [Keysight Commits to Science Based Targets Initiative](#)
- [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Technologies Net Zero Emissions in Company Operations](#)
- [CDP Reporting](#)





SASB



# 2021 Sustainability Accounting Standards Board (SASB) Data Disclosure

Published in May 2022, 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 2021 for the period of November 1, 2020 through October 31, 2021.

Topic	SASB Code	Metric	Response & References
<b>General Disclosure</b>			
<b>General Disclosure</b>			
Number of Manufacturing Facilities	TC-ES-000.A	Number of manufacturing facilities	10
Number of Employees	TC-ES-000.C	Number of employees.	14,312 <b>Additional Comments:</b> 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 2021.
<b>Ethics and Integrity</b>			
Corruption, Bribery, and Anti-Competitive Behavior Policies	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior.	<p>Keysight is committed to complying with applicable anticorruption laws worldwide, including the U.S. Foreign Corrupt Practices Act (FCPA) 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 (SBC) 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. 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. 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><b>Additional Comments:</b> 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Global Anti-Corruption Policy</a></li> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> </ul>
<b>Reporting Practice</b>			
Percentage of Production from Owned Facilities	TC-HW-000.C	The entity shall disclose the percentage of production from its own manufacturing facilities.	83% Percentage of production is based on square feet of manufacturing facilities.
Manufacturing Footprint	TC-ES-000.B, TC-HW-000.B	Manufacturing facilities in square feet (ft2)	3,366,314

Topic	SASB Code	Metric	Response & References
<b>Management Approach</b>			
<b>Management Approach</b>			
Advertising and Privacy Discussion	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy.	<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. 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Standards of Business Conduct</a></li> <li>• <a href="#">Keysight Technologies Customer Privacy Statement</a></li> </ul>
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	<p>All facilities 4%</p> <p>High-risk Facilities 10%</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 suppliers' compliance status. Suppliers will be considered a high risk facility if they scored 65 percent or less on the RBA Self-Assessment Questionnaire. Audits will be conducted according to the RBA Validated Assessment Program Operations Manual. All the corrective actions that were identified during the audit will be monitored and reviewed by Keysight's internal audit team.</p> <p><b>Additional Comments:</b></p> <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> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Supplier Code of Conduct (page 3)</a></li> <li>• <a href="#">Keysight RBA Affiliate Member</a></li> <li>• <a href="#">RBA VAP - CAP Management</a></li> </ul>

Topic	SASB Code	Metric	Response & References
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	Rate of non-conformance: priority non-conformances: 1.6 Rate of non-conformance: other non-conformances: 48.4 Corrective action rates: priority non-conformances: 100 Corrective action rates: other non-conformances: 100
		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.	Audits are conducted according to the RBA Validated Assessment Program Operations Manual. Non-conformance findings observed during the audit are classified with a non-conformance rating as defined in the RBA Validated Assessment Program Operations Manual.  All Corrective Action Plans (CAPs) will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA Validated Assessment Program Operations Manual. Keysight's internal audit team will review and monitor the status until the closure of the CAP.
			<b>References:</b> • <a href="#">RBA VAP - CAP Management</a>
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	% of all manufacturing facilities audited in compliance with the RBA VAP protocol: 0% % of high risk manufacturing facilities audited in compliance with the RBA VAP protocol: 0% % of Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 4% % of high risk Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 10% Comment: The rates related to manufacturing facilities are not applicable due to no RBA VAP was conducted in fiscal year 2021.
		Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP	1) Manufacturing facility - No RBA VAP was conducted in fiscal year 2021.  2) Tier-1 supplier manufacturing facilities - We utilize the RBA Self Assessment Questionnaire to assess our key suppliers' compliance status. Suppliers will be considered a high risk facility if they scored 65% or less on the RBA Self-Assessment Questionnaire. Audits will be conducted according to the RBA Validated Assessment Program Operations Manual. All the corrective actions that were identified during the audit will be monitored and reviewed by Keysight's internal audit team.
			<b>References:</b> • <a href="#">RBA VAP - CAP Management</a>

Topic	SASB Code	Metric	Response & References
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	Rates of priority non-conformance with the RBA VAP for your manufacturing facilities: 0 Rates of other non-conformance with the RBA VAP for your manufacturing facilities: 0 Rates of priority non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 1.6 Rates of other non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 48.4 Comment: The rates related to manufacturing facilities are not applicable due to no RBA VAP was conducted in fiscal year 2021.
		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"> <li>1. Manufacturing facilities - No RBA VAP audits were conducted in fiscal year 2021.</li> <li>2. Tier-1 supplier manufacturing facilities - Audits are conducted according to the RBA Validated Assessment Program Operations Manual. Non-conformance findings observed during the audit are classified with a non-conformance rating as defined in the RBA Validated Assessment Program Operations Manual. All Corrective Action Plans (CAPs) will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA Validated Assessment Program Operations Manual. Keysight's internal audit team will review and monitor on the status until closure of the CAP.</li> </ol>
			<p><b>Additional Comments:</b> 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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight RBA Affiliate Member</a></li> <li>• <a href="#">Keysight Supplier Code of Conduct (page 3)</a></li> <li>• <a href="#">RBA VAP - CAP Management</a></li> </ul>
<b>Economic</b>			
<b>Economic Performance</b>			
Customer Privacy Legal Losses	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Total monetary losses: 0 Monetary losses from adjudicative proceedings: 0 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

Topic	SASB Code	Metric	Response & References
<b>Procurement Practices</b>			
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 General Specification for the Environment establishes 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. We expect our suppliers ensure the goods provided to Keysight comply with this specification. In the compliance with the regulation of Classification, Labelling and Packaging (EU Regulation 1272/2008/EC), we also require our suppliers to identify, classify, pack and label chemical substances and mixtures and other materials that are a hazard to humans or to the environment according to Keysight's Statement on Classification, Labelling and Packaging. Keysight's direct materials supplier shall comply with the EU RoHS Directive, to eliminate potentially harmful materials in its products while ensuring high product quality and reliability.</p> <p>In addition, we continue participating in the Responsible Minerals Initiative, in alignment with their Conflict Minerals Program and Cobalt Initiative. We engaged a third-party consultant to collect CMRT and CRT responses from our suppliers and work closely with our suppliers to meet responsible sourcing goals, thus supporting Keysight's efforts in sourcing conflict-free minerals. We publish the SEC annual disclosure reports and a due diligence plan concerning conflict minerals. This report is accessible through our company website.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Conflict Minerals Report</a></li> <li>• <a href="#">Conflict Minerals Statement</a></li> <li>• <a href="#">Cobalt Statement</a></li> <li>• <a href="#">Keysight's Supplement Specification for Purchased Direct Materials Special Instructions for RoHS</a></li> <li>• <a href="#">Keysight Statement on RoHS</a></li> </ul>
<b>Anti-Corruption</b>			
Bribery and Corruption Litigation	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	Total monetary losses: \$6,600,000
		Describe the nature and context of all monetary losses as a result of legal proceedings.	In August 2021, Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls, related to a disclosure the company made in 2018. Keysight agreed to pay a penalty of \$6.6 million, \$2.5 million of which is suspended, over three years.
		Describe any corrective actions implemented as a result of the legal proceedings.	As part of the consent agreement, Keysight agreed to implement remedial compliance measures, appoint a special compliance officer, and conduct an external audit. Keysight is committed to enhancing and improving its compliance measures related to ITAR and AECA.
			<b>Additional Comments:</b> Keysight has always had a robust trade compliance program designed to detect and prevent violations and remains committed to maintaining and enhancing this program to minimize the risk of recurrence of similar issues in the future.
<b>Anti-Competitive Behavior</b>			
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>
<b>Other: Economic</b>			
Product Recalls	RT-EE-250a.1	Number of recalls issued, total units recalled	Keysight equipment is not in scope of the U.S. consumer safety commission activities as we produce industrial/professional equipment only.
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, however we do not publicly disclose the number of units produced.

Topic	SASB Code	Metric	Response & References
<b>Environmental</b>			
<b>Materials</b>			
Declarable Substances	RT-EE-410a.1	Percentage of products sold during the reporting period that contain IEC 62474 declarable substances	100%
		Describe your approach to managing the use of substances that appear as declarable substance groups or declarable substances in IEC 62474:	Keysight's General Specification for the Environment (GSE) 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. Our GSE is aligned with the structure of IEC 62474 to identify specific substances, restrictions and reporting thresholds. Please see Keysight's Environmental Framework webpage to understand our approach to control substances relevant to our equipment.
		Describe any overlap with other regulations on potentially toxic substances:	Keysight also meets RoHS and REACH requirements.
			<p><b>Additional Comments:</b> Keysight's products contain lead in copper, steel and aluminum alloys at concentrations that exceed the EU REACH thresholds but are allowed at these concentrations by EU RoHS exemptions.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight General Specification for the Environment</a></li> <li>• <a href="#">Environmental Compliance Framework</a></li> </ul>
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.



Topic	SASB Code	Metric	Response & References
Energy Management			
Energy Use by Source	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total amount of energy used (GJ): 863,506 % of energy supplied from grid electricity: 71.07 % of energy supplied from renewable energy: 0.62
		Conversion factors for all energy types, including biofuels:	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; <b>Scope 1:</b> 2012 Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values. <b>Scope 2:</b> EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination 2008 for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.
			<b>Additional Comments:</b> The total amount of self-generated energy is from the Santa Rosa, CA corporate headquarters site. It comprises of a solar array and fuel cell energy system which is installed on-site and is owned and operated by a third party.  In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.  FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. FY20 Boeblingen, Germany data has been adjusted now that actual data is available.  Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021. <b>References:</b> <ul style="list-style-type: none"><li>• <a href="#">Keysight's Environmental, Health &amp; Safety Commitment</a></li><li>• <a href="#">Keysight Technologies Commits to Net Zero Emissions by End of 2040</a></li><li>• <a href="#">Keysight Technologies Net Zero Emissions in Company Operations</a></li><li>• <a href="#">Keysight to Install Rooftop Solar Array in Penang, Malaysia</a></li><li>• <a href="#">Keysight Commits to Science Based Targets Initiative</a></li><li>• <a href="#">GHG Verification Statement FY19, FY20 and FY21</a></li></ul>

Topic	SASB Code	Metric	Response & References
<b>Effluents and Water</b>			
Hazardous Waste Generated and Recycled	RT-EE-150a.1; TC-ES-150a.1	Amount of hazardous waste generated, percentage recycled	Total Generated: 331.15 Metric tons Total Recycled: 173.61 Metric tons Percentage Recycled: 52.43% Percentage incinerated: 8.2%
			<b>Additional Comments:</b> Data entered in metric tons.
Water Use and Sources	TC-ES-140a.1	(1) Total water withdrawn from all sources, in thousands of cubic meters	754,471
		(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.	Water Source: Groundwater 1.5% Water Source: Third-Party Water 98.5% Total water consumed in operations, in thousands of cubic meters: 85,307
		Identify activities that withdraw and consume water in areas with High or Extremely High Baseline Water Stress:	Data for water stressed categories indicated above are sites that are in high or extremely high baseline water stress areas and account for approximately 16.0% of our total water withdrawn in fiscal year 2021. 52.4% of the total water consumed in fiscal year 2021 is from areas with high or extremely high baseline water stress.  Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. The primary water source for most sites is from municipal water suppliers.  Percentage of total water that is withdrawn in areas with High or Extremely High Baseline Water Stress (%): 16.0% Percentage of total water consumed in areas with High or Extremely High Baseline Water Stress (%): 52.4%
			<b>Additional Comments:</b> In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over twenty sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to data have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.  Keysight is a software and solutions based company to which our primary direct use of water is for processes such as wafer fab and micro part processing. Indirect use of water is primarily for consumption (e.g. drinking water) and chiller systems. Our Headquarters site (Santa Rosa, CA) and Colorado Springs, CO site have won multiple awards for their water efficiency programs. Water is reused in facility related operations and landscaping.  FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. FY20 Boeblingen, Germany data has been adjusted now that actual data is available.  Total Consumption = Total - Total Discharge <b>References:</b> <ul style="list-style-type: none"><li><a href="#">Keysight Water Use &amp; Stewardship</a></li><li><a href="#">2021 Keysight Corporate Social Responsibility Report</a></li></ul>
<b>Environmental Compliance</b>			
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.	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. <b>References:</b> <ul style="list-style-type: none"><li><a href="#">Keysight Take Back Program</a></li><li><a href="#">Keysight Trade In</a></li></ul>

Topic	SASB Code	Metric	Response & References
<b>Other: Environmental</b>			
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.
<b>Social</b>			
<b>Employment</b>			
Total Employees	RT-EE-000.B	Total number of employees	14,312
			<b>Additional Comments:</b> 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 2021.

Topic	SASB Code	Metric	Response & References
<b>Labor/Management Relations</b>			
Employee Engagement	TC-SI-330a.2	Employee engagement as a percentage	82%
		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	In fiscal year 2021, Keysight conducted 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. In 2021, the focus shifted to look at current conditions. In this case, the ongoing pandemic workforce impact and need, specifically addressing inclusion and diversity. The response to the MyVoice Inclusion and Diversity Pulse survey resulted in 5,365 employee responses, with 4,504 comments and ideas with 39,766 votes towards the comments and ideas, with an 82% in positive results. Questions were asked to understand employees' sense of well-being, team connection and belonging in the midst of the ongoing COVID-19 pandemic. The survey also created awareness with managers that diversity, equity, and inclusion was an area where they needed to put more focus. The combination of COVID, the survey feedback results, and the follow-up conversations between managers and teams drove managers to heighten their focus on diversity, equity and inclusion with 78% responding yes on whether their team reviewed or received team/organization-specific communication with actionable plans for improvements. We are committed to continue the momentum with our employee voice efforts and increase participation in 2022.
		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 design 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.
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><b>Additional Comments:</b> There were no work stoppages involving 1,000 or more workers lasting one full shift or longer.</p>
<b>Occupational Health and Safety</b>			
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: 0.72</p> <p>Near miss frequency rate (NMFR) for direct employees: 0.62</p>
		Disclose process for classifying, identifying, and reporting near misses:	Number of work-related injury/illness cases that were not OSHA-recordable (e.g., no lost or restricted time, no treatment beyond first aid, no hospitalization).
			<b>Additional Comments:</b> Keysight does not maintain TRIR for contract employees, or NMFR for Keysight or contract employees.

Topic	SASB Code	Metric	Response & References
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	<b>Management</b> Total Employees: 666 Male: 77% Female: 23% Not Disclosed/Available: 0%
			<b>Technical Staff</b> Total Employees: 2,644 Male: 85% Female: 15% Not Disclosed/Available: 0%
			<b>All other employees</b> Total Employees: 1,699 Male: 56% Female: 44% Not Disclosed/Available: 0%
		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	<b>Management</b> Total Employees: 1,048 Male: 76% Female: 24% Not Disclosed/Available: 0%
			<b>Technical Staff</b> Total Employees: 4,552 Male: 82% Female: 18% Not Disclosed/Available: 0%
			<b>All other employees</b> Total Employees: 3,703 Male: 46% Female: 54% Not Disclosed/Available: 0%

Topic	SASB Code	Metric	Response & References
		Breakout of workforce by Region	<p><b>Americas</b>  Total Employees: 5,215  Male: 75%  Female: 25%  Other: 0%  Non-Binary: 0%  Not Disclosed/Available: 0%</p> <p><b>EMEA</b>  Total Employees: 2,707  Male: 77%  Female: 23%  Other: 0%  Non-Binary: 0%  Not Disclosed/Available: 0%</p> <p><b>Asia Pacific</b>  Total Employees: 6,390  Male: 63%  Female: 37%  Other: 0%  Non-Binary: 0%  Not Disclosed/Available: 0%</p> <p><b>Additional Comments:</b>  Employee headcount not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2021.</p>

Topic	SASB Code	Metric	Response & References
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	<b>Management</b> Total Employees: 666 Asian: 23% Black or African American: 1% Hispanic or Latino: 6% White: 69% Other: 2% Not Disclosed/Available: 0%
			<b>Technical Staff</b> Total Employees: 2,644 Asian: 26% Black or African American: 2% Hispanic or Latino: 7% White: 61% Other: 4% Not Disclosed/Available: 0%
			<b>All other employees</b> Total Employees: 1,699 Asian: 13% Black or African American: 3% Hispanic or Latino: 13% White: 68% Other: 4% Not Disclosed/Available: 0%
		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	Management Total Employees: 1,048 Technical Staff Total Employees: 4,552 All other employees Total Employees: 3,703
		Breakout of workforce by Region	Americas Total Employees: 5,215 EMEA Total Employees: 2,707 Asia Pacific Total Employees: 6,390

Topic	SASB Code	Metric	Response & References
<b>Security Practices</b>			
Data Security Policies	TC-HW-230a.1	Approach to identifying vulnerabilities in the information systems that pose a data security risk	<p>Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. Our information security operations and procedures provide a comprehensive Information Security Management System (ISMS) to maintain the confidentiality, integrity, and availability of information and systems in our environment. Information security is an important priority and we continuously invest in our people, processes, and tools to strengthen our security posture to protect both Keysight's data and our customers' data. Keysight has a borderless, enterprise-wide approach to information security and has a dedicated Information Security and Compliance (ISC) organization that 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"> <li>• Information Security Policy Management</li> <li>• Risk Management</li> <li>• Vulnerability Management</li> <li>• Compliance Assurance</li> <li>• Identity and Access Management</li> <li>• Incident Management</li> <li>• Security Awareness and Education</li> <li>• IT Disaster Recovery.</li> </ul> <p>See Keysight's Borderless Information Security Program to learn more.</p>
		Approach to addressing identified data security risks and vulnerabilities	<p>Keysight's security approach includes the following risk mitigation controls:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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"> <li>– ISO 27001:2013 Certification for Information Security Management System (ISMS)</li> <li>– UK Cyber Essentials PLUS Certification</li> <li>– PCI-DSS Certification</li> <li>– Enterprise-wide information security policies based on the NIST SP800-171 framework</li> </ul> </li> <li>• Business Management System; ISO9001:2015, AS9100D:2016, ISO/IEC17025</li> <li>• Environmental Occupational Health &amp; Safety Management System; ISO14001:2015</li> </ul>
		Describe products and services, if relevant, that specifically enable enhanced data security for users or features	<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. 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. 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>
		Observed trends in type, frequency, and origination of data security and information systems attacks	<p>Cyber threats, particularly those related to ransomware and DDoS attacks, around the world continued to evolve with greater complexity, severity, and impact to businesses.</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"> <li>• ISO 27001:2013 Certification for Information Security Management System (ISMS)</li> <li>• UK Cyber Essentials PLUS Certification</li> <li>• PCI-DSS Certification</li> <li>• Enterprise-wide information security policies based on the NIST SP800-171 framework</li> </ul>



Topic	SASB Code	Metric	Response & References
			<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Security Brief</a></li> <li>• <a href="#">Keysight's Borderless Information Security Program</a></li> <li>• <a href="#">Cyber Security Month - CSR Blog</a></li> <li>• <a href="#">Keysight CSR - Our Solutions</a></li> </ul>
<b>Customer Privacy</b>			
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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight Technologies Customer Privacy Statement</a></li> </ul>
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: Not Applicable</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><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight's Borderless Information Security Program</a></li> </ul>
Data Security Discussion	TC-SI-230a.2	Describe the approach to identifying vulnerabilities in the systems that pose a data security risk	<p>Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. Our information security operations and procedures include a comprehensive Information Security Management System (ISMS) in order to maintain the confidentiality, integrity, and availability of information and systems in our environment. Information security is an important priority, and we continuously invest in our people, processes, and tools to strengthen our security posture to protect both Keysight's data and our customers' data. 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"> <li>• Information Security Policy Management</li> <li>• Risk Management</li> <li>• Vulnerability Management</li> <li>• Compliance Assurance</li> <li>• Identity and Access Management</li> <li>• Incident Management</li> <li>• Security Awareness and Education</li> <li>• IT Disaster Recovery</li> </ul> <p>See Keysight's Borderless Information Security Program to learn more.</p>

Topic	SASB Code	Metric	Response & References
		Describe the approach to addressing identified risks and vulnerabilities related to data security	<p>Keysight's security approach includes the following risk mitigation controls:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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"> <li>– ISO 27001:2013 Certification for Information Security Management System (ISMS)</li> <li>– UK Cyber Essentials PLUS Certification</li> <li>– PCI-DSS Certification</li> <li>– Enterprise-wide information security policies based on the NIST SP800-171 framework</li> </ul> </li> <li>• Business Management System; ISO9001:2015, AS9100D:2016, ISO/IEC17025</li> <li>• Environmental Occupational Health &amp; Safety Management System; ISO14001:2015</li> </ul>
		Describe the risk management standards for use of third-party cybersecurity	<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"> <li>• ISO 27001:2013 Certification for Information Security Management System (ISMS)</li> <li>• UK Cyber Essentials PLUS Certification</li> <li>• PCI-DSS Certification</li> <li>• Enterprise-wide information security policies based on the NIST SP800-171 framework</li> </ul>
		Discuss observed trends in type, frequency, and origination of data security and information systems attacks	<p>Cyber threats, particularly those relates to ransomware and DDoS, around the world continue to evolve with greater complexity, severity, and impact to businesses.</p> <p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Keysight CSR - Our Solutions</a></li> <li>• <a href="#">Keysight Security Brief</a></li> <li>• <a href="#">Keysight's Borderless Information Security Program</a></li> <li>• <a href="#">Cyber Security Month - CSR Blog</a></li> </ul>
<b>Other: Social</b>			
Product Safety Litigation	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety.	Total monetary losses: 0
Customer Privacy Legal Losses	RT-EE-250a.2	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>



# Additional CSR Resources & Notices



# Additional CSR Resources & Notices

See Keysight's [CSR Resources Hub](#) listing for all available public resources. Below are links to key documents and materials:

- [Keysight 2021 Global Reporting Initiative \(GRI\) Standards Data Report](#)
- [Keysight Corporate Social Responsibility web page](#)
- [Key CSR Topic Documents](#)
- [CSR News and 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 Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

## Contact Us

Please send any comments or questions about this report to [Corporate.Social-Responsibility@keysight.com](mailto:Corporate.Social-Responsibility@keysight.com)

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**Page 30:** Sunset at Etretat, France, photo by Keysight employee Lori Chartier

**Page 31:** Jellyfish photo by Keysight employee Nikolaos Karassavas

**Page 34:** Iceberg near the Jakobshavn Glacier, Disko Bay, Greenland

**Page 50:** Keysight employee Randy Becker with M9484C, UXRO334A, VXG, and UXR

