2019 Corporate Social Responsibility Report

Environmental Sustainability, Social Impact, Ethical Governance

KEYSIGHT
TECHNOLOGIES

Letter from Our CEO

As we release our 2019 CSR Report, the world is encountering unprecedented times as humankind comes together to overcome the COVID-19 pandemic. At Keysight, we have outlined three priorities to guide our response. First and foremost, is keeping employees and their families safe and healthy. Second is ensuring Keysight stays strong for our employees and stakeholders over the long-term. Our third and final priority is doing our part to help fight this pandemic.

Before COVID-19, technological advancements were changing our world, and that has only accelerated over the past few months. More so than ever before, technology is showing great promise in providing breakthroughs that will help build a better planet. Faster, more reliable communications and connected infrastructures are helping support critical human services and improve crisis management, while keeping people engaged through remote work and learning from home. Utilization of accelerated and advanced testing technologies, artificial intelligence, virtual reality, automation, and the Internet of Things are speeding delivery of life-saving medical equipment and new health treatments. On the environmental front, disruptive innovations in automotive electro-mobility, renewable energy, and connected wireless sensors technology are helping reduce global reliance on carbon-heavy fuels and enabling better natural resource management.

Along with these world-changing opportunities come challenges, however. Increased electro-mobility requires efficient battery utilization and longevity, and could stretch aging electric grids to capacity. Quality, interoperability, and high performance are critical in delivering next-generation technologies, while increased use of networked data and interconnected devices opens the door to new security vulnerabilities. At the same time, we need next-generation technologists with the education and skillsets to meet the challenges of tomorrow.

Keysight is in the unique position to help deliver these breakthroughs and support future technological advancements. In fact, Keysight's fundamental corporate purpose of "accelerating innovation to connect and secure the world" is directly tied to helping build a better planet. Through our electronic measurement solutions, we accelerate customer innovations that can change lives, secure the world, and connect people across the globe. Whether it's enabling next-generation clean tech, wellness technologies, or helping ensure connected technologies and devices are safe and secure, Keysight provides leading-edge electronic measurement solutions that enable the future of sustainable living with positive social impact.

In addition, Corporate Social Responsibility is a core element of our Keysight Leadership Model — the framework for how we run the company to create value for customers, shareholders, and employees. Including CSR in the Keysight Leadership Model emphasizes the importance of this commitment and ensures we maintain operations with the highest environmental, social, and governance standards worldwide.

To measure the impact of our CSR efforts, we track a set of key impact goals with a target end date of fiscal year 2020. These goals focus on improving communities, engaging next-generation technologists, driving natural resource conservation, and ensuring ethical operations and governance worldwide. As we head into our final year of tracking these specific goals, we have already surpassed several and are making progress on the remaining ones. For example, we have committed approximately $1.4 billion in value to strengthening communities. In education, we have engaged upwards of 670,000 students and future technologists through science, technology, engineering and math education. In addition, we made more progress in our water conservation goal, which we originally surpassed in 2018, and now have conserved 17.89% compared to our fiscal year 2015 baseline.

We are proud of these results, but Keysight won't stop here. Looking forward to what seems to be a new normal, we remain focused on the success of our customers and delivering differentiated solutions that enable them to accelerate innovation to connect and secure the world. We will continue to deliver our products through ethical, environmentally-sustainable, and socially-responsible operations. During our fiscal year 2020, we will continue to make progress in our response to COVID-19 and track our remaining key impact goals around cost avoidance and energy conservation. We will also identify new and more impactful goals, including a roadmap towards carbon neutrality that will take us into the new decade and beyond. Read more about our accomplishments last fiscal year and next steps in this 2019 Annual CSR Report.

Best regards,

Ron Nersesian
Chairman, President, and CEO Keysight Technologies

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Chairman, President,
and CEO
Keysight Technologies

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State of the Business

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

Reflecting on our first 5 years as an independent company, we have executed our strategy to grow the business through industry-focused and software-centric solutions, targeted research and development investments, strategic acquisitions, and the operational discipline of our Keysight Leadership Model (KLM). As a result, Keysight delivered an outstanding fiscal year 2019 with record financial performance, solidifying our leadership in target markets.

With Corporate Social Responsibility (CSR) as a core element of our KLM, we employ sustainable practices throughout our product lifecycle, ensure our products and operations maximize the value of limited environmental resources and seek to positively impact the communities in which we operate. We are pleased to have external recognitions validate our efforts and impact as well. In 2019, Keysight placed 18th on the first annual Top 50 Environmental, Social, and Corporate Governance Companies by *Investor's Business Daily*. We also placed 16th overall and as the #1 industry leader in the JUST100 Ranking of America's Most Just Companies. In addition, the company continued to be listed in the MSCI ESG Leaders Indexes[1] and FTSE4Good Index Series[2], and was selected as a North American index component of the Dow Jones Sustainability Index (DJSI) in 2019 – one of only five companies in the Technology Hardware & Equipment industry group.

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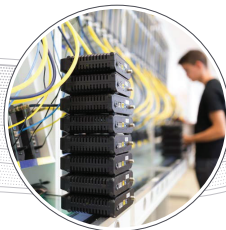
> Accelerating innovations that connect and secure the world across the communications ecosystem, aerospace and defense, automotive, energy, semiconductor, and general electronics end markets

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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.

Commercial Communications

Network Test, Visibility, Security

Electronic Industrial

CSR Vision

Keysight's CSR vision is to build a better planet by:

Accelerating innovation to connect and secure the world

Through our hardware, software, and services solutions

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

Through a comprehensive corporate social responsibility program

CSR Strategy

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

Our CSR strategy:

- **Ensures the planet and company thrive** – by mapping efforts to business commitments and measuring progress through a set of key impact goals focused in community, education, environment, and governance.

- **Engages Keysight stakeholders, values, and a foundational framework of CSR pillars** – to align efforts across and deep within the company.

- **Utilizes a governance structure with defined scope and management system** – to drive continuous improvement and accountability.

Ensuring the Planet *and* Company Thrive

CSR Key Impact Goals

Keysight has identified and is tracking a set of key impact goals to measure progress toward the company's CSR vision. These goals strive to strengthen global communities, support educational development, and improve the environment, all while employing ethical business governance and operational practices worldwide. We have already made progress since November 2014 to meet the following targets by the end of fiscal year 2020.

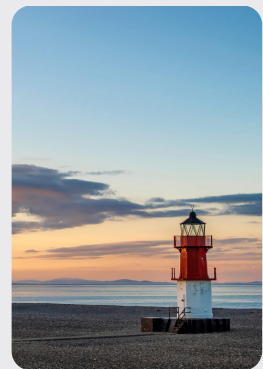| Community	Education	Environment	Governance
>$1.25B in Value Committed to Strengthening Communities	**570K Students & Future Engineers Engaged through STEM Education**	**$2M in Cost Avoidance, 10% Energy Conservation, 15% Water Conservation per fiscal year 2015 baseline**	**No Material Negative Impacts to The Income Statement or to Institutional Investment Levels from CSR-related Topics**
Keysight strives to strengthen 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.	Nurturing future engineers, this goal collectively includes all students Keysight and employee volunteers engage with in support of science, technology, engineering, and math (STEM) education via efforts such as the Keysight After School education program, community education events, as well as students who gain access to donated and discounted Keysight solutions at universities.	Such efforts are focused on Keysight operations that will improve the environment through natural resource conservation and efficiency.	This target ensures alignment to ethical operations and business commitments through robust governance of the company's Standards of Business Conduct (SBC) and environmental, health, and safety programs, for example.

Key Impact Goals — Results to Date

Community	Education	Environment	Governance

As of end fiscal year 2019, Keysight has:

Committed approximately **$1.4 billion** through these efforts. Having already met our original target of $1 billion in 2018, the company has now met the updated goal of $1.25 billion in value commitment earlier than expected.	Engaged upwards of **670,000 students** in STEM education. 2019 results were more than double our annual target due to continued strong educational engagement efforts from Keysight's 3 largest sites worldwide. As such, the company has surpassed this goal a year earlier than anticipated.	Recognized **7.44%** and **17.89%** respectively energy and water conservation, resulted in about **$1.4 million** in cost avoidance. Keysight made progress on all elements of this goal, extending our water conservation beyond the previously met goal target while continuing to track progress on the remaining energy conservation and cost avoidance goals.	Experienced **no material negative impacts**. Keysight did not incur, and does not anticipate experiencing, such impacts and thus expects to meet this goal as planned.

These goals, and related efforts, support four target United Nations Sustainable Development Goals (UN SDGs)[1]

8 DECENT WORK AND ECONOMIC GROWTH	4 QUALITY EDUCATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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

Supporting Business Commitments

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

- **Revenue Growth Targets** — Consistent CSR programs and global policies enable faster acquisition integration and new market entry, employee and future workforce development, and innovative product research approaches.

- **Profitability** — Using natural resources efficiently helps to reduce operating expenses and supports cost avoidance programs.

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

Engaging Stakeholders, Values & Foundational Framework

Core Values & Stakeholder Requirements

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

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

> Connecting CSR Programs to Corporate Values Ensures Alignment with Keysight's Core DNA – *Every Employee Has a Part to Play*

- **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 sustainability 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 a high-performance workforce with shared values through a positive work environment that helps employees, and communities, thrive.

Material CSR Aspects

Our CSR strategy is driven by aspects identified as important, or material, by key stakeholders. Utilizing our KLM, we regularly engage stakeholders and completed a formal materiality analysis most recently in fiscal year 2018 to identify and understand trends and changes in environmental and social risks, key stakeholder expectations, as well as strategic opportunities for the business.

Keysight contracted with a third-party specialist to conduct the most recent materiality analysis 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, global sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, product innovation and quality, and business industry groups

- External stakeholder interviews representing customers, investors, industry associations, and non-governmental organizations to identify common themes in priorities and potential performance improvement trends in corporate citizenship

A cross-functional Keysight team reviewed and finalized the list of material CSR aspects shown below—aligned to Keysight's corporate value chain. To maintain alignment between formal CSR materiality assessments, Keysight regularly engages with stakeholders as defined in our KLM, ensuring they are informed about the business sustainability efforts, and to understand their expectations and perspectives of the company in this space. This ongoing stakeholder engagement is accomplished through consultation, surveys, ad hoc feedback and reviews. Due to input through this feedback loop, the mapping of CSR material aspects to the corporate value chain has been edited to align the "Employee Diversity, Anti-Discrimination" and "Talent Acquisition, Retention & Development" material aspects to each of the corporate value chain areas. This change clearly signifies the role of these aspects in every step of our corporate engagement and employee base. Otherwise, no changes were identified in the past year and subsequent formal materiality reassessments will be planned as business conditions warrant.

CSR Materiality Mapped to Corporate Value Chain

Keysight CSR Material Aspects	Market Insight	Innovation & Development	Sourcing & Supply Chain	Manufacturing	Sales & Marketing	Trade & Logistics	Customer Use, Service & Support
Ethical Business Practices	√	√	√	√	√	√	√
Privacy & Data Security	√	√			√		√
Business Resilience & Adaptation		√	√	√			√
Circular Economy	√	√	√	√	√	√	√
Supply Chain Labor Standards			√			√	
Materials Sourcing		√	√	√			
Employee Diversity, Anti-Discrimination	√	√	√	√	√	√	√
Talent Acquisition, Retention, & Development	√	√	√	√	√	√	√
Sustainable Product Design	√	√	√				√
Local Community		√				√	√

CSR Materiality Highlights

Fiscal Year 2019 Highlights	Example Related Programs, Polices, and Procedures
Ethical Business Practices Fifth consecutive year achieving 100% completion of annual SBC training	• KLM • Keysight SBC with annual training refresh for all employees • Due diligence and compliance certification requirement for third party sales partners • Compliance Hotline enables individuals to confidentially and anonymously report suspected ethical violations • Global Anti-Corruption Policy
Privacy & Data Security Implemented Information Security Awareness Month, ISO 27001 certification achieved	• Borderless Information Security Program • Regular information security awareness and anti-phishing campaigns • ISO 27001 certified for management of internal IT support, US Tier III data center, and client data cloud services
Business Resilience & Adaptation Installed 4.3 Megawatts of Fuel Cells (manufactured by Bloom Energy), providing 85% of Keysight's headquarters site with 24/7 operations and uninterrupted power for our most critical processes	• Crisis Management and Business Continuity systems • ISO 14001:2015 certified company-wide Environmental, Health, and Safety Management System (EHSMS) • Natural resource conservation and greenhouse gas reduction programs • Solar Sustainability program and 4.3 megawatts of fuel cells manufactured by Bloom Energy installed
Circular Economy KeysightCare launched to enhance customer support needs	• KeysightCare provides dedicated, proactive support for instruments, software and solutions through a single point of contact • Keysight Services provide calibration and repair to extend active life of equipment • Technology Refresh Services extend and upgrade equipment to stretch the usefulness of test assets and affordably migrate to newer technology • Remarketing Solutions business provides recovery and repurposing of older instruments • Test Asset Management and Optimization Services improve utilization and overall equipment effectiveness • Product Take-Back program provides safe instrumentation disposal and recycling
Supply Chain Labor Standards Updated Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements	• Supplier Code of Conduct • Review all suppliers related to the scope of the Conflict Minerals provisions of 17 CFR Parts 240 and 249 • Supplier surveys for compliance with ISO 14001 and General Specification for the Environment (GSE) • Audits and training of suppliers on expectations for supply chain sustainability and environmental, health, and safety • Supplier diversity reporting • Policies prohibiting forced or bonded labor, child labor, employment discrimination and other harsh or inhumane labor policies • Human rights and labor programs, policies, and procedures • Corporate quality and safety policies, programs, and procedures
Employee Diversity, Anti-Discrimination Keysight Board of Directors appointed Joanne B. Olsen as a director, along with Jean Halloran, both Keysight female board members selected as Most Influential Corporate Directors by *WomenInc.*	• Keysight SBC document and annual training requirements • Women's networking groups • Anti-harassment policy and training • Company sponsored membership in the Society of Women Engineers (SWE)
Materials Sourcing Keysight Conflict Minerals Program Manager recognized in Assent Compliance 2019 Top CSR Influence Leaders list	• GSE requirement to set restrictions for hazardous substances in materials and components used in our products • Conflict Minerals Statement • Keysight Cobalt Statement outlines the company's expectations to suppliers • Keysight Counterfeit Parts Prevention Program
Talent Acquisition, Retention, & Development Upwards of 670,000 students and future engineers engaged in STEM education, 100% of employees completed value creation plans with development objectives	• Employee Well Being 360, workplace accessibility and accommodations, employee networks, paid paternal leave (in the U.S.A.), emergency planning and preparation, and employee equity building programs • Keysight University development resources, employee and leadership training programs • Keysight Value Creation employee development plans • Educational Assistance Programs
Sustainable Product Design More than 3,500 products (>92%) are RoHS compliant	• Safety and regulatory compliance managed throughout all equipment's active life • Product Lifecycle Management system inclusive of design for reliability, serviceability, and long life • European Union (EU) Restriction of Hazardous Substances (RoHS) compliance where applicable • EU Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) compliance • Keysight conformity of all extended producer responsibilities for batteries, packaging and waste electrical and electronic equipment (WEEE)
Local Community Approximately $1.4 billion in value committed to strengthening local communities, initiated expansion of school-aged STEM education for lower grades, students in under-represented regions	• Keysight Supports the UN SDGs • Culture of philanthropy and volunteerism through company matches of employee donations to select charities of their choice, four hours paid time off per month for employee volunteerism • STEM engagements, sponsorships and volunteer efforts supporting primary through university level students • Site-based community programs at major Keysight campuses worldwide

Foundational Framework

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

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

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

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

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

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

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

Mapping Pillars to KLM & CSR Material Aspects

Our foundational CSR pillars are aligned as follows to the KLM and stakeholder material CSR topics:

KLM				
Market Insight	Capital Allocation	First-to-Market Solutions	Operational Excellence	Employee Growth
While market insight informs much of our activities, it is most aligned to delivering Our Solutions to meet customer needs.	Human and financial capital management is key in our Ethical Governance and Our People pillars, and is considered in all aspects of Keysight business.	Our Solutions pillar is the primary foundational element here, with Responsible Sourcing and Ethical Governance critical frameworks in this space.	Every foundational pillar has a role in ensuring operational excellence at Keysight.	Most strongly aligned with Our People and Communities pillars.

Ethical Governance	The Environment	Responsible Sourcing	Our People	Communities	Our Solutions
• Ethical business practices • Privacy and data security	• Business resilience and adaption • Circular economy	• Supply chain labor standards • Materials sourcing	• Employee diversity, anti-discrimination • Talent acquisition, retention, and development	• Local community • Talent development (future skills development)	• Sustainable product design • Privacy and data security

CSR Governance

Governance Team

Keysight's 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.
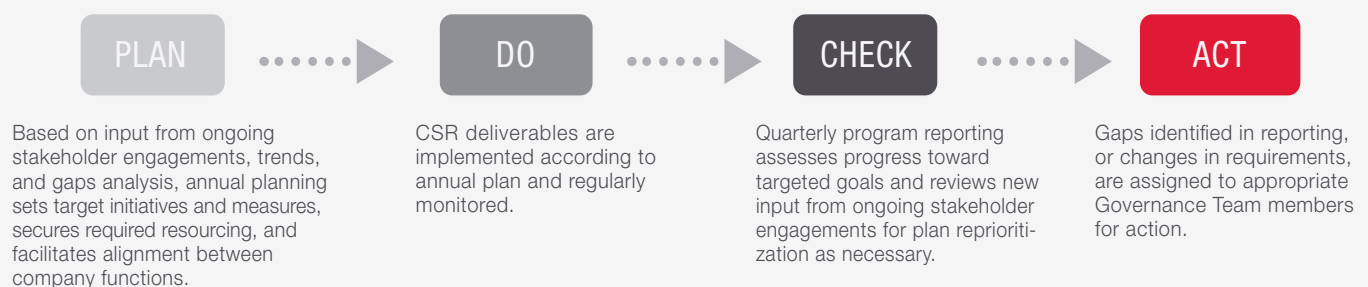
Executive Steering Committee	**Executive Sponsor** - Senior Vice President, Corporate Services • Ultimately responsible for success of CSR program • Provides guidance, secures resources, and organization linkages • Champions program, final decision maker		**Steering Committee** - Company senior leaders from human resources, global procurement, investor relations, corporate counsel, field sales, corporate marketing, and environmental health, safety, and security • Assists in resolving strategy issues and policy decisions • Provides alignment, control, and resourcing to implement strategies • Champions program throughout function and company-wide
Core CSR Team	**Program Management Team** Manages program through Governance Team, represents Keysight in broader CSR community and across functions	**Functional Leads** Representatives from following functions responsible for development, governance and oversight of Keysight CSR program • Corporate Communications & Community Affairs • Sustainability, Security & Safety • Global Procurement • Global Trade & Logistics • Investor Relations	• Legal • Product Environment & Regulation Compliance • Finance & Tax • Human Resources • Sales/Support
		Pillar Leads - Select Functional Leads also act as primary representatives and KPI reporting owner for each pillar	
Extended CSR Team	**Extended Team Members** Individuals across the company identified by core team members to complete assigned tasks in support of program deliverables		

CSR Deliverables Scope

- **Program Management** – Materials such as documentation, tools, and program reporting ensure strategic alignment to business commitments and tracking of key performance indicators (KPIs).
- **Targeted External Reporting** – Reporting is focused in environmental, social, and governance investment ratings and optimizing resourcing across stakeholder data requirements.
- **Annual Initiatives** – Initiatives ensure progress toward our key impact goals and performance indicators, close identified gaps, and address emerging trends.
- **Communications and Outreach** – Communications increase visibility of efforts and actions, both within and outside the company, 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.

PLAN		DO		CHECK		ACT
Based on input from ongoing stakeholder engagements, trends, and gaps analysis, annual planning sets target initiatives and measures, secures required resourcing, and facilitates alignment between company functions.		CSR deliverables are implemented according to annual plan and regularly monitored.		Quarterly program reporting assesses progress toward targeted goals and reviews new input from ongoing stakeholder engagements for plan reprioritization as necessary.		Gaps identified in reporting, or changes in requirements, are assigned to appropriate Governance Team members for action.

Ethical Governance

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. Keysight's leadership team is responsible for ensuring ethics remain at the core of our operations, and all employees are expected to uphold these values in their daily work. Keysight's policies and procedures are designed to provide transparency, ensure accountability, and maintain business sustainability while meeting compliance requirements.

Key Focus Areas	Fiscal Year 2019 Highlights
Operational Excellence & Corporate Governance – Corporate-wide policies, programs, and management systems	• Communicated KLM to all employees, ensuring a consistent shared understanding of Keysight's core values that permeate every aspect of operations to continuously deliver greater value to stakeholders
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 the on-boarding process when joining the company and 100% of employees completed annual SBC training
Compliance & Risk Management – Procedures to ensure the company meets or exceeds compliance expectations and mitigates risks	• Zero material negative impact to the Income Statement, institutional investments or business revenues from CSR-related issues, compliance, regulatory fines or penalties • Partners contracted to sell or market Keysight solutions certified in writing their agreement to conduct business ethically and avoid violations of applicable law • The Board of Directors regularly reviews risks to Keysight, including climate change risk
Human Rights – Promoting human rights within the company's sphere of influence	• Maintained our longstanding policies prohibiting forced or bonded labor, child labor, discrimination, and other harsh or inhumane labor practices, continuing to assure all employees a safe and healthy work environment • Continued to promote our employees' rights by guaranteeing minimum wages, placing maximum limits on hours worked, and supporting freedom of association in the workplace
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 • Delivered information security policy awareness and education program, and anti-phishing campaigns including highly successful Information Security Awareness Month • ISO 27001 certified for management of internal IT support, US Tier III data center, and client data cloud services

100% of employees completed the annual Standards of Business Conduct training

All new employees received SBC training during on-boarding

Looking Forward in Ethical Governance

Keysight will continue to reinforce our commitment to ethical governance while maintaining operational excellence and in relation to our COVID-19 response. Regular evaluation of our SBC and monitoring of emerging issues helps ensure that our standards are appropriate to meet contemporary business challenges while adhering to our core value of uncompromising integrity. In-process efforts include a comprehensive review of our business continuity plans and initiation of an ethics management system that will support improved business operations aligned to the company's ethical compass.

The Environment

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

Key Focus Areas	Fiscal Year 2019 Highlights
Environmental Health & Safety, Security – Providing a healthy, safe work environment for all employees and set of policies for product safety and security	• Continued to employ ISO 14001:2015 certified company-wide EHSMS to drive continuous reduction of adverse environmental impacts from our operations and products, and promote a healthy work environment • Maintained use of the GSE requirement to set restrictions for hazardous substances in materials and components used in our products

Conservation – Natural resource conservation and greenhouse gas reduction	• As of end fiscal year 2019, and based on our fiscal year 2015 baseline, Keysight has:
	  - Recognized 7.44% in energy conservation
	  - Recognized 17.89% in water conservation
	  - Decreased operating expenses and increased resource efficiency, with a cost avoidance to date of approximately $1.4 million
	• Solar Sustainability program maintained the one megawatt, three-acre solar system at our headquarters facility in Santa Rosa, CA that reduces our carbon footprint, provides 5% of the site's electrical needs, and powers 54 electric vehicle charging stations for employee use
	• Renewed Keysight's ISO14001:2015 certification

Extended Producer Responsibility – Pollution prevention and hazardous waste minimization	• Product Take-Back program continued to enable customers to safely dispose of or recycle used instrumentation in several countries • Keysight's Remarketing Solutions business continued to support recovery and repurposing of older instruments for resale, minimizing landfill impact while providing customers access to competitively priced equipment
Workplace Solutions – Providing employees location workspace services	• Continued providing employees a sustainable and stimulating workplace where they can achieve their best, including new workspace layouts with a modern feel implemented at some sites to increase engagement and productivity amongst employees, and improve capital utilization for research and development

> Recognized 17.89% in water conservation — already exceeding our targeted 15% conservation by end of fiscal year 2020

Looking Forward in Environment

We will continue to make improvements in energy efficiency and natural resource conservation at Keysight facilities around the world. While we have already surpassed our water conservation goal, we still have work to do in energy conservation to meet our target of 10% reduction by the end of fiscal year 2020. Keysight also understands the importance of sustainability and we are working on a long-term road map towards carbon neutrality to build resiliency and improvements in energy efficiency.

Responsible Sourcing

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

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

Key Focus Areas	Fiscal Year 2019 Highlights
Supplier Environmental and Social Responsibility Code of Conduct – Guidelines for supplier engagement, inclusive of Supplier Human Rights	• Updated Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements. • Expectation of compliance with the Supplier Code of Conduct communicated to 100% of new suppliers • 97% of key suppliers completed a CSR self-assessment questionnaire • Continued utilization of ISO-14001:2015 certification and GSE requirement as guideposts for supplier management • Conducted 2 environmental, health, safety, and social responsibility surveys of suppliers for compliance with ISO 14001 GSE – any resulting corrective actions were monitored and reviewed by DEKRA, an external certification organization

Supplier Sustainability Program	• Regularly 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, and supplier accountability
	  - Identify any human rights, environmental or privacy concerns, then minimize or eliminate them
	  - Identify and mitigate supply risk, ensuring continuity of supply chain

Small Business & Supplier Diversity	• Fulfilled customer supplier diversity reporting requests • Monitored the small business certification process monthly to ensure supply base aligns with the expectations of communities in which we operate

> 97% of key suppliers completed a CSR self-assessment questionnaire

Looking Forward in Responsible Sourcing

Keysight will continue working with suppliers to enhance their efforts in meeting our expectations for responsible sourcing and continuous improvement aligned with the Keysight Supplier Code of Conduct and throughout the global and supply chain COVID-19 response. We will also work on improvements in our own company-wide supplier management processes with new tools and platform enhancements. In addition, an assessment of suppliers' cybersecurity controls is expected to be conducted to help us understand the potential cybersecurity risks in our supply chain.

Our People

Keysight values a diverse, inclusive work environment and sustains a culture of innovation, ownership, passion, and respect. We adhere to tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all laws pertaining to nondiscrimination and equal opportunity. These values and practices allow us to maintain a best-in-class work environment. In 2019, Keysight was certified a Great Place to Work for a second year.

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

Key Focus Areas	Fiscal Year 2019 Highlights
Labor Standards – Human rights and labor policies	• All related human rights and labor programs, policies, and procedures have continued to plan • Completed foreign/migrant workers' assessment and forced labor & bonded labor final review • Zero labor nonconformances noted in RBA 2019 closing Validated Assessment Program (VAP) audit at Penang manufacturing site
Talent and Skills Development – Tools to support employee development	• 133,000 courses were completed through Keysight University – the company's employee training and development platform • KLM training enabled 11,000+ employees to connect their individual efforts to company results • Keysight Value Creation Plans — business and development objectives, with ongoing comments between manager and employee — were completed by all employees to foster growth, engagement, and optimize their skills and contributions to the company's success
Employee Well-being – Benefits that support a safe and healthy employee experience	• All related programs, policies, and procedures implemented per plan, including Employee Well Being 360, workplace accessibility and accommodations, employee networks, emergency planning and preparation, and employee equity programs • Fiscal year 2019 global injury/illness rate was 0.19, a 32% improvement from fiscal year 2018 and represents the fourth consecutive year our rate has improved • Continued to support a culture of philanthropy and volunteerism through company matches of employee donations to select charities of their choice, four hours paid time off per month for employee volunteerism
Gender Diversity – Promoting gender equality	• Gender Diversity in Top Executive Leadership (Diversity) Programs continued to make progress • Continued to invest in employee growth through sponsorship of SWE • Harassment policy enforced, requiring all employees be treated with dignity, respect and courtesy, while complying with legally mandated training requirements • Maintained nearly 1:1 salary ratio worldwide of women to men based on average compa ratio

> Fiscal year 2019 global Injury/Illness rate was 0.19, a 32% improvement from fiscal year 2018 and represents the fourth consecutive year our rate has improved

Looking Forward in Our People

The health and safety of employees is the #1 priority of our COVID-19 response. In accordance with the Universal Declaration of Human Rights and throughout our pandemic response efforts, we will continue to treat Keysight employees with dignity and respect – and advocate for similar treatment of all workers worldwide. We will continue to monitor and stay committed to reviewing international social issues to ensure practices at Keysight are up-to-date and in-line with global business expectations. In addition, we will begin internal labor audits to ensure our policies remain aligned to expectations.

Communities

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

Key Focus Areas	Fiscal Year 2019 Highlights
Philanthropy – Monetary support for community organizations and relief efforts	• Approximately $2.6 million donated to multiple organizations worldwide through employee and company match as part of Giving Program
STEM Education Outreach – Supporting future engineer development from primary school through University engagement	• To date have engaged upwards of 670,000 students, and in fiscal year 2019 alone provided approximately $340 million in support of STEM education through: - Primary and Secondary school engagements like Keysight After School, education events and science fair sponsorships, as well as initiation of two pilot educational partnerships targeting schools outside of local Keysight communities and in under-served areas of the U.S.A. - University engagement including research grants, equipment donations, discounts, and student licenses
Women in Engineering & Technology – Support for women's empowerment in technology	• Company sponsored membership in SWE International organization, with local and national conference attendance support • Maintained support for multiple Women in Tech programs worldwide
Volunteerism & Community Engagement – Programs that offer employee engagement with local communities	• To date have committed approximately $1.4 billion in value to strengthening communities, surpassing our end 2020 goal • Maintained site-based community programs at major Keysight campuses worldwide, hosting volunteerism and sponsorships according to local community needs • Maintained Employee Volunteer Program allowing four hours of paid time off monthly for volunteerism, encouraging employees to make a difference in their communities and represent the company on charitable and educational boards and committees • Extended programs to new company sites joining through acquisitions in support of extending support for new Keysight local communities

> To date have committed upwards of $1.4 billion in value to strengthening communities, exceeding our updated goal for end of fiscal year 2020

Looking Forward in Communities

We will continue our community engagement efforts. In the coming year we expect this will include health and human services and on-line STEM education engagement in support of our COVID-19 response to help improve the quality of life in our communities. As we close our 2020 key impact goals in this area, we will formulate and publicly communicate our next set of goals as we look at opportunities for continuous improvement in community engagement.

Our Solutions

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

Key Focus Areas	Fiscal Year 2019 Highlights
Innovation, Quality & Safety – Focused in development, manufacturing, and selling of our solutions	• Acquisition integration of Ixia and Scienlab expanded Keysight's ability to support social impact through technology in the areas of IoT, artificial intelligence, electric/hybrid/autonomous vehicles, 5G, and network security
Product Environmental Impacts & Sustainability Compliance – Controlling environmental impacts and compliance with sustainability directives	• Revised the GSE to reflect the current substance restrictions applicable to our industry sector; utilized to restrict or prohibit certain substances as constituents of parts, components, and materials in products and packaging • Maintained a due diligence program to review all suppliers related to the scope of the Conflict Minerals provisions of 17 CFR Parts 240 and 249 • Continued to reduce the use of print materials, utilizing online content or e-delivery for product manual and calibration report distribution
Product Lifecycle Management – Supporting the circular economy by assuring our solutions are designed and produced to support an extensive use phase	Keysight Services continued to help customers protect their investment in our equipment as aligned to standard circular economy system tenets including: • Maintaining: Our instruments provide repeatable and accurate results throughout their lifetime with periodic calibration services assuring the quality of measurements are maintained year after year. • Repairing: While products are designed for long term reliability, when failures do occur our repair services help minimize instrument down-time and customer disruption. In addition, equipment is supported for a minimum of five years after market withdrawal. • Refurbishing: Enhancements and upgrades are available to extend the useful life of equipment. When newer equipment is required, substantial trade-in discounts are offered to customers; providing a strong incentive to return equipment to Keysight where a dedicated business refurbished equipment for resale. • Recycling: Keysight's contribution to the stream of WEEE is insignificant (<0.7% of all EU WEEE), often only entering the waste stream many decades after market launch.

> More than 3,500 (>92%) of our products remain compliant with RoHS and only RoHS-compliant products are made available in markets where it is enforced

Looking Forward in Solutions

We will maintain a focus on ensuring global regulatory compliance for our products and meeting customer compliance expectations, while further minimizing our impact on the environment and helping to address the technical aspects of the global COVID-19 response where applicable. In addition, we are considering adding a key impact goal related to product design and innovation to further push forward efforts in CSR and helping build a better planet.

Keysight Technologies Inc, 2019
General Reporting Initiative (GRI) Standards Data Index

Published in May 2020, this data has been prepared in accordance with the GRI Standards: Core option and is related to Keysight's sustainability performance in fiscal year 2019 for the period of November 1, 2018 through October 31, 2019. See the Keysight 2019 General Reporting Initiative (GRI) Standards Data Report for the company's full GRI data disclosure content in one document, otherwise the below index provides links to individual disclosures. Please note that GRI disclosures related to Task Force on Climate-related Financial Disclosures (TCFD) are available in the Keysight 2019 GRI & TCFD Data Disclosure Reference Guide.

GRI 102: General Disclosures 2016

Organizational Profile		Information Links	Omissions
102-1	Name of the organization.	Keysight Technologies, Inc.	
102-2	Activities, brands, products, and services.	Activities, Brands, Products, and Services 📄 Keysight Solutions Listing 📄 Corporate Profile	
102-3	Location of the organization's headquarters.	Keysight Technologies, Inc. 1400 Fountaingrove Parkway Santa Rosa, CA 95403-1738 United States	
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.	Location of Operations	
102-5	Nature of ownership and legal form.	Ownership and Legal Form	
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Markets Served 📄 Keysight Technologies Company Information and History 📄 Keysight Investor Relations 📄 Keysight 2019 Annual Report	
102-7	Scale of reporting organization:	Scale of the Organization 📄 Keysight Investor Relations	
102-8	Information on employees and other workers.	Information on Employees and Other Workers	
102-9	Description of the organization's supply chain.	Supply Chain 📄 Keysight Quality Policy 📄 Keysight Supplier Code of Conduct 📄 Keysight Standards of Business Conduct	
102-10	Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.	Significant Changes to the Organization and its Supply Chain	
102-11	Whether and how the organization applies the Precautionary Principle or approach.	Precautionary Principle or Approach	
102-12	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	External Initiatives	
102-13	Memberships of industry or other associations, and national or international advocacy organizations.	Membership of Associations	
Strategy		Information Links	Omissions
102-14	Statement from the most senior decision-maker at Keysight Technologies about the relevance of sustainability to the organization and the	Statement From Senior Decision-maker 📄 Latest Keysight Corporate Social Responsibility Annual Repor...	

	Information Links	Omissions
organization's strategy for addressing sustainability.	📄 Keysight CSR Web Site	

Ethics and Integrity		**Information Links**	**Omissions**
102-16	A description of the organization's values, principles, standards, and norms of behavior.	Values, Principles, Standards, And Norms Of Behavior	
		📄 Keysight Corporate Governance Guidelines	
		📄 Keysight Director Code of Ethics	
		📄 Keysight Amended and Restated Bylaws	
		📄 Keysight Related Person Transaction Policy	
		📄 Keysight Audit and Finance Committee Charter	
		📄 Keysight Compensation Committee Charter	
		📄 Keysight Executive Committee Charter	
		📄 Keysight Nominating and Corporate Governance Committee Chart...	
		📄 Keysight Human Rights and Labor Policy	
		📄 Keysight Environmental and Social Responsibility Expectation...	
		📄 Keysight Standards of Business Conduct	
		📄 Conflict Minerals Statement	
		📄 Keysight Leadership Model (KLM)	

Governance		**Information Links**	**Omissions**
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.	Governance Structure	
		📄 Keysight Investor Relations	

Stakeholder Engagement		**Information Links**	**Omissions**
102-40	List of stakeholder groups engaged by the organization.	List of Stakeholder Groups	
102-41	Percentage of total employees covered by collective bargaining agreements	Collective Bargaining Agreements	
102-42	Basis for identification and selection of stakeholders with whom to engage.	Identifying and Selecting Stakeholders	
102-43	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Approach to Stakeholder Engagement	
102-44	Key topics and concerns that have been raised through stakeholder engagement.	Key Topics and Concerns Raised	

Reporting Practice		**Information Links**	**Omissions**
102-45	Entities included in the consolidated financial statements.	Entities Included in the Consolidated Financial Statements	
		📄 All Keysight Annual Reports and Proxy Statements	
		📄 Keysight 2019 Annual Report	
102-46	Details on report content and topic boundaries.	Defining Report Content and Topic Boundaries	
		📄 Keysight CSR Web Site	
		📄 Latest Keysight Corporate Social Responsibility Annual Repor...	
102-47	A list of the material topics identified in the process for defining report content.	List of Material Topics	
		📄 Latest Keysight Corporate Social Responsibility Annual Repor...	
102-48	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Restatements of Information	
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Changes in Reporting	
		📄 Latest Keysight Corporate Social Responsibility Annual Repor...	
102-50	Reporting period for information provided.	Reporting Period	
102-51	Date of most recent previous report.	Date of Most Recent Report	
		📄 Keysight 2018 CSR Report	

		Information Links	Omissions
102-52	Reporting cycle (such as annual, biennial).	Reporting Cycle	
102-53	Contact point for questions regarding the report or its contents.	Contact Point for Questions Regarding the Report	
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	Claims of Reporting in Accordance with the GRI Standards	
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	GRI Content Index	
102-56	A description of the organization's policy and current practice with regard to seeking external assurance for the report.	External Assurance	

Management Approach

GRI 103: Management Approach 2016		Information Links	Omissions
103-1	Explanation of the material topic and its Boundary.	Explanation of the Material Topic and its Boundary 📄 Latest Keysight Corporate Social Responsibility Annual Repor...	
103-2	The management approach and its components.	The Management Approach and its Components 📄 Latest Keysight Corporate Social Responsibility Annual Repor... 📄 Keysight CSR Management System	
103-3	Evaluation of the management approach.	Evaluation of the Management Approach 📄 Keysight CSR Management System	

Series 200: Economic 2016

GRI 201: Economic Performance 2016		Information Links	Omissions
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.	Management Approach: Economic Performance 📄 Keysight CSR Management System	
201-1	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations	Direct Economic Value Generated And Distributed 📄 All Keysight Annual Reports and Proxy Statements 📄 Keysight 2019 Annual Report	Confidentiality constraints. Keysight reports revenue in the annual report and 10K. Keysight does not publicly report financial information to support the request for wages & benefits, payments to providers of capital, payments to governments, community investments, and the operating costs net of these categories of spending.
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.	Financial Implications And Other Risks And Opportunities Due To Climate Change 📄 All Keysight Annual Reports and Proxy Statements 📄 Keysight CSR - Our Solutions	
201-3	Defined benefit plan obligations and other retirement plans.	Defined Benefit Plan Obligations and Other Retirement Plans 📄 Keysight 2019 Annual Report	
201-4	Total monetary value of financial assistance received by the organization from any government during the reporting period.	Financial Assistance Received From Government 📄 All Keysight Annual Reports and Proxy Statements 📄 Keysight 2019 Annual Report	Confidentiality constraints. Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10K. All other information is not publicly disclosed.

GRI 202: Market Presence 2016		Information Links	Omissions
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.	Management Approach: Market Presence 📄 Keysight CSR Management System	
202-1	Ratio of standard entry level wage by gender compared to local minimum wage.	Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	
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 📄 Communities Information	

GRI 203: Indirect Economic Impacts 2016		Information Links	Omissions
103-1,	Explanation of Indirect Economic Impacts as a	Management Approach: Indirect Economic Impacts	

		Information Links	Omissions
103-2, 103-3	material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Keysight CSR Management System	
203-1	Extent of development of significant infrastructure investments and services supported.	Infrastructure Investments And Services Supported	
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	Significant Indirect Economic Impacts Latest Keysight Corporate Social Responsibility Annual Repor...	Unavailable. There are no steps being taken to obtain this data.
GRI 204: Procurement Practices 2016		**Information Links**	**Omissions**
103-1, 103-2, 103-3	Explanation of Procurement Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Procurement Practices Keysight Supplier Code of Conduct Keysight PO's T&C Supplier Performance Expectations Keysight Supplier Resources Keysight CSR Management System	
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.	No Information Available	Unavailable. There are no steps being taken to obtain this data at this time.
GRI 205: Anti-Corruption 2016		**Information Links**	**Omissions**
103-1, 103-2, 103-3	Explanation of Anti-corruption as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Anti-corruption Keysight Global Anti-Corruption Policy Keysight CSR Management System Keysight Standards of Business Conduct	
205-1	Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.	Operations Assessed for Risks Related to Corruption	
205-2	Communication and training about anti-corruption policies and procedures.	Communication and Training about Anti-Corruption Policies and Procedures	
205-3	Confirmed incidents of corruption and actions taken	Confirmed Incidents of Corruption and Actions Taken	
GRI 206: Anti-Competitive Behavior 2016		**Information Links**	**Omissions**
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.	Management Approach: Anti-competitive Behavior Keysight Antitrust and Competition Law Compliance Manual Rev... Keysight CSR Management System Keysight Standards of Business Conduct	
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices	
GRI 207: Tax 2019		**Information Links**	**Omissions**
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.	Management Approach: Tax Keysight CSR Management System	
207-1	Tax strategy, oversight, compliance, and the link to sustainable development	Approach to Tax All Keysight Annual Reports and Proxy Statements Keysight SEC Filings	
207-2	Tax Governance, Control, and Risk Management	Tax Governance, Control, and Risk Management All Keysight Annual Reports and Proxy Statements Keysight SEC Filings	
207-3	Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement and Management of Concerns Related to Tax All Keysight Annual Reports and Proxy Statements Keysight SEC Filings	Not Applicable.
207-4	Tax reporting for each tax jurisdiction	Country-by-Country Reporting All Keysight Annual Reports and Proxy Statements	Confidentiality constraints. Keysight reports financial, economic, and tax-related information at the enterprise level in the annual report and

	Information Links	Omissions
		10K. Keysight does not publicly report financial information for local tax jurisdictions.

Series 300: Environmental 2016

GRI 301: Materials 2016		Information Links	Omissions
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.	Management Approach: Materials 📄 Keysight General Specification for the Environment 📄 Keysight Supplier Resources 📄 Keysight CSR Management System 📄 Keysight Affirmative Action and Equal Employment Opportunity...	
301-1	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.	Materials Used By Weight Or Volume	Unavailable. No time frame is available. 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.	No Information Available	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.	Reclaimed Products and their Packaging Materials 📄 Keysight Trade In 📄 Keysight Premium Used 📄 Keysight Take Back Program 📄 Keysight Circular Economy 📄 Keysight Used Equipment Standards	Unavailable. Keysight does not currently track nor maintain metrics to support answering this question.

GRI 302: Energy 2016		Information Links	Omissions
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.	Management Approach: Energy 📄 Keysight Global EHS Policy 📄 Keysight CSR Management System	
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Energy Consumption Within the Organization	
302-2	Energy consumption outside of the organization, in joules or multiples.	No Information Available	Unavailable. Keysight Technologies tracks transportation and distribution, business travel, car fleet and employee commuting under Scope 3 emission reporting.
302-3	Energy intensity ratio for the organization.	Energy Intensity	
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Reduction of Energy Consumption	
302-5	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Reductions in Energy Requirements of Products and Services	Unavailable. There are no requirements nor appropriate standards applicable to Keysight's test and measurement product portfolio to measure energy requirements.

GRI 303: Water and Effluents 2018		Information Links	Omissions
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.	Management Approach: Water and Effluents 📄 Keysight CSR Management System 📄 Keysight Global EHS Policy	
303-1	Interactions with water as a shared resource	Interactions With Water as a Shared Resource	
303-2	Description of water discharge standards	Management of Water Discharge-Related Impacts	
303-3	Sources and volumes of water withdrawn	Water Withdrawal	
303-4	Destinations and volumes of water discharged	Water Discharge 📄 Keysight CSR Web Site	
303-5	Volume of water consumed	Water Consumption 📄 Latest Keysight Corporate Social Responsibility Annual	

	Information Links	Omissions
	Repor...	

GRI 304: Biodiversity 2016	Information Links	Omissions
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.	Management Approach: Biodiversity 📄 Keysight CSR Management System 📄 Keysight Global EHS Policy	
304-1 — Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	No Information Available	Not Applicable. Keysight facilities are not located in any protected areas of high biodiversity value.
304-2 — Nature of the organization's significant direct and indirect impacts of activities, products, and services on biodiversity.	Significant Impacts of Activities, Products, and Services on Biodiversity 📄 Keysight CSR Web Site	
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.	No Information Available	Not Applicable. Not applicable. Keysight manufacturing sites are not located in habitat-protected areas or restored areas.
304-4 — Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk.	No Information Available	Not Applicable. We have reviewed the IUCN Red List species, and to the best of our knowledge, none of Keysight operations are in areas in habitats listed.

GRI 305: Emissions 2016	Information Links	Omissions
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.	Management Approach: Emissions 📄 Keysight CSR Management System 📄 Keysight Global EHS Policy	
305-1 — Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.	Direct (Scope 1) GHG Emissions	
305-2 — Indirect (Scope 2) GHG emissions.	Energy Indirect (Scope 2) GHG Emissions	
305-3 — Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.	Other Indirect (Scope 3) GHG Emissions	
305-4 — GHG emissions intensity ratio for the organization.	GHG Emissions Intensity 📄 Latest Keysight Corporate Social Responsibility Annual Repor... 📄 CDP Reporting 📄 Keysight's Response to Climate Change	
305-5 — GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent.	Reduction Of GHG Emissions	
305-6 — Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	Emissions Of Ozone-Depleting Substances (ODS)	Not Applicable. Keysight Technologies does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. Keysight eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Keysight has also eliminated Class I ODSs in its air conditioning systems, process chillers and environmental chambers. ODSs are banned from Keysight products. There are no Keysight products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated. Keysight Technologies also has a position statement to conserve, recycle and prevent

	Information Links		Omissions
			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.	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Not Applicable. Keysight complies with all legal requirements of air permits and associated reporting requirements.

GRI 306: Effluents and Waste 2016	Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Effluents and Waste as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Effluents and Waste 📄 Keysight CSR Management System 📄 Keysight Global EHS Policy	
306-1	Total volume of planned and unplanned water discharges.	Water Discharge by Quality and Destination	
306-2	Total weight of waste by type and disposal method.	Waste by Type and Disposal Method 📄 Keysight CSR Web Site 📄 Keysight Take Back Program 📄 Keysight CSR - Our Solutions	
306-3	Total number and total volume of recorded significant spills.	Significant Spills	
306-4	Total weight of transported hazardous waste.	Transport of Hazardous Waste 📄 Keysight CSR Web Site 📄 Keysight CSR - Our Solutions	
306-5	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	Water Bodies Affected by Water Discharges and/or Runoff	Not Applicable. Keysight Technologies is a leading technology company that helps enterprises, service providers, and governments accelerate innovation to connect and secure the world. Keysight's solutions optimize networks and bring electronic products to market faster and at a lower cost with offerings from design simulation, to prototype validation, to manufacturing test, to optimization in networks and cloud environments. Keysight being a software and solutions-based company, direct water related risks that could potentially affect the business operations are limited. All the water discharged is managed and treated by the municipal wastewater treatment systems. All water discharges from Keysight facilities meets discharge requirements. Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems through a variety of programs. Our ISO14001:2015 certified company-wide Environmental Management System is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products. Specific water related risk assessments are conducted as part of our ISO14001:2015 certification. It is covered under the risk and opportunities section and is updated annually.

GRI 307: Environmental Compliance 2016	Information Links		Omissions

		Information Links	Omissions
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.	Management Approach: Environmental Compliance Keysight CSR Management System Keysight Global EHS Policy Keysight ISO 14001:2015 Certification	
307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	Non-Compliance with Environmental Laws and Regulations Keysight CSR Web Site	

GRI 308: Supplier Environmental Assessment 2016		**Information Links**	**Omissions**
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.	Management Approach: Supplier Environmental Assessment Keysight Supplier Code of Conduct Keysight General Specification for the Environment Keysight CSR Management System	
308-1	Percentage of new suppliers that were screened using environmental criteria.	New Suppliers that were Screened Using Environmental Criteria Keysight Supplier Code of Conduct	
308-2	Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.	Negative Environmental Impacts in the Supply Chain and Actions Taken DEKRA 2019 Assurance Statement	

Series 400: Social 2016

GRI 401: Employment 2016		**Information Links**	**Omissions**
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.	Management Approach: Employment Keysight Compliance Hotline Keysight Global EHS Policy Keysight CSR Web Site Keysight Culture Keysight Human Rights and Labor Policy Web Page Link of Keysight's relationship with the Society of... Keysight Employer Awards Keysight CSR Management System Latest Keysight Corporate Social Responsibility Annual Repor... Statement on Eradication of Slavery and Human Trafficking Keysight Standards of Business Conduct Keysight Affirmative Action and Equal Employment Opportunity...	
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	New Employee Hires and Employee Turnover	
401-2	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	
401-3	Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.	Parental Leave Keysight Culture	

GRI 402: Labor Management Relations 2016		**Information Links**	**Omissions**
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.	Management Approach: Labor/Management Relations Keysight CSR Web Site Keysight Human Rights and Labor Policy Keysight Compliance Hotline Keysight CSR News, Awards and Recognition Keysight CSR Management System Latest Keysight Corporate Social Responsibility Annual Repor...	

		Information Links	Omissions
		📄 Statement on Eradication of Slavery and Human Trafficking	
		📄 Keysight Culture	
		📄 Keysight Affirmative Action and Equal Employment Opportunity...	
402-1	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	Minimum Notice Periods Regarding Operational Changes	
GRI 403: Occupational Health and Safety 2018		**Information Links**	**Omissions**
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.	Management Approach: Occupational Health and Safety 📄 Keysight CSR Management System 📄 Keysight Global EHS Policy	
403-1	Description of occupational health and safety management system	Occupational Health and Safety Management System 📄 Keysight ISO 14001:2015 Certification	
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assesment, and Incident Investigation	
403-3	Description of occupational health services functions	Occupational Health Services	
403-4	Description of worker participation and consultation.	Worker Participation, Consultation, and Communication on Occupational Health and Safety	
403-5	Description of relevant occupational health and safety training for workers.	Worker Training on Occupational Health and Safety	
403-6	Access to non-occupational healthcare and health promotion.	Promotion of Worker Health	
403-7	Description of OHS impacts directly linked by business relationships.	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships 📄 Keysight Global EHS Policy	
403-8	Quantification of workers covered by relevant management systems.	Workers Covered by an Occupational Health and Safety Management System	
403-9	Quantify work-related injuries and calculate relevant ratios.	Work-Related Injuries	
403-10	Details of work-related ill health.	Work-Related Ill Health	
GRI 404: Training and Education 2016		**Information Links**	**Omissions**
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.	Management Approach: Training and Education 📄 Keysight CSR Web Site 📄 Keysight Culture 📄 Keysight CSR Management System 📄 Keysight Standards of Business Conduct 📄 Keysight Leadership Model (KLM)	
404-1	Average hours of training that the organization's employees have undertaken during the reporting period.	Average Hours of Training Per Year Per Employee	
404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	Programs for Upgrading Employee Skills and Transition Assistance Programs 📄 Keysight Culture 📄 Keysight Leadership Model (KLM)	
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Percentage of Employees Receiving Regular Performance and Career Development Reviews	
GRI 405: Diversity and Equal Opportunity 2016		**Information Links**	**Omissions**
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.	Management Approach: Diversity and Equal Opportunity 📄 Keysight CSR Web Site 📄 Keysight Human Rights and Labor Policy 📄 Keysight Culture 📄 Web Page Link of Keysight's relationship with the Society of... 📄 Keysight CSR News, Awards and Recognition	

		Information Links	Omissions
		📄 Keysight CSR Management System	
		📄 Keysight Affirmative Action and Equal Employment Opportunity...	
		📄 Keysight Compliance Hotline	
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.	Diversity of Governance Bodies and Employees	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Ratio of Basic Salary and Remuneration of Women to Men	

GRI 406: Non-Discrimination 2016		Information Links	Omissions
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.	Management Approach: Non-discrimination 📄 Keysight CSR Web Site 📄 Keysight Compliance Hotline 📄 Keysight Human Rights and Labor Policy 📄 Keysight CSR Management System 📄 Statement on Eradication of Slavery and Human Trafficking 📄 Keysight Standards of Business Conduct 📄 Keysight Affirmative Action and Equal Employment Opportunity...	
406-1	Total number of incidents of discrimination and corrective actions taken.	Incidents of Discrimination and Corrective Actions Taken	

GRI 407: Freedom of Association and Collective Bargaining 2016		Information Links	Omissions
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.	Management Approach: Freedom of Association and Collective Bargaining 📄 Keysight CSR Web Site 📄 Keysight Human Rights and Labor Policy 📄 Keysight Compliance Hotline 📄 Keysight CSR Management System	
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	There were no incidents. Keysight follows the laws of each country in which we operate. 📄 Keysight Human Rights and Labor Policy 📄 Keysight Supplier Code of Conduct 📄 Keysight CSR Management System 📄 Statement on Eradication of Slavery and Human Trafficking	

GRI 408: Child Labor 2016		Information Links	Omissions
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.	Management Approach: Child Labor 📄 Keysight Compliance Hotline 📄 Keysight Standards of Business Conduct 📄 Keysight Human Rights and Labor Policy 📄 Keysight CSR Management System 📄 Keysight Supplier Code of Conduct 📄 Statement on Eradication of Slavery and Human Trafficking	
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.	Operations and Suppliers at Significant Risk for Incidents of Child Labor 📄 Keysight Human Rights and Labor Policy 📄 Keysight Supplier Code of Conduct 📄 Keysight CSR Management System	

GRI 409: Forced or Compulsory Labor 2016		Information Links	Omissions
103-1, 103-2,	Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management	Management Approach: Forced or Compulsory Labor 📄 Keysight Human Rights and Labor Policy	

		Information Links	Omissions
103-3	approach and its components, and the evaluation of the management approach.	Keysight Compliance Hotline Keysight CSR Web Site Keysight CSR Management System Statement on Eradication of Slavery and Human Trafficking Keysight Standards of Business Conduct Keysight Supplier Code of Conduct	
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	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor DEKRA 2019 Assurance Statement Keysight Supplier Code of Conduct Statement on Eradication of Slavery and Human Trafficking	

GRI 410: Security Practices 2016		**Information Links**	**Omissions**
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.	Management Approach: Security Practices Keysight CSR Management System	
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	Security Personnel Trained in Human Rights Policies or Procedures	

GRI 411: Rights of Indigenous Peoples 2016		**Information Links**	**Omissions**
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.	Management Approach: Rights of Indigenous Peoples Keysight Human Rights and Labor Policy Keysight Compliance Hotline Keysight CSR Web Site Keysight CSR Management System Keysight Standards of Business Conduct Keysight Affirmative Action and Equal Employment Opportunity...	
411-1	Total number of incidents of violations involving rights of indigenous people and actions taken.	Incidents of Violations Involving Rights of Indigenous Peoples	

GRI 412: Human Rights Assessment 2016		**Information Links**	**Omissions**
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.	Management Approach: Human Rights Assessment Keysight Human Rights and Labor Policy Keysight Compliance Hotline Keysight CSR Web Site Keysight CSR Management System Keysight Standards of Business Conduct	
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments Statement on Eradication of Slavery and Human Trafficking Keysight Human Rights and Labor Policy Keysight CSR Management System	
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.	Employee Training on Human Rights Policies or Procedures Keysight Standards of Business Conduct	We do not track identified hours, however we track 100% attendance
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening Keysight Supplier Code of Conduct Keysight Human Rights and Labor Policy Keysight Standards of Business Conduct Statement on Eradication of Slavery and Human	Not Applicable.

		Information Links	Omissions
		📄 Trafficking	

GRI 413: Local Communities 2016		**Information Links**	**Omissions**
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.	Management Approach: Local Communities 📄 Keysight CSR Management System	
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.	📄 Keysight CSR Web Site	Unavailable. Keysight does not track percentage of operations with implemented local community engagement, impact assessments, and/or development programs. However, Keysight provides employees 4 hours of paid time off for approved volunteer activities, of which they are encouraged to log, and the company does track key impact goals with an end of fiscal year 2020 target date. See our corporate social responsibility web site at http://www.keysight.com/go/csr for the latest goals and status.
413-2	Operations with significant actual and potential negative impacts on local communities.	No Information Available	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.

GRI 414: Supplier Social Assessment 2016		**Information Links**	**Omissions**
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.	Management Approach: Supplier Social Assessment 📄 Keysight Human Rights and Labor Policy 📄 Keysight Supplier Code of Conduct 📄 Keysight CSR Management System 📄 Statement on Eradication of Slavery and Human Trafficking	
414-1	Percentage of new suppliers that were screened using social criteria.	New Suppliers that were Screened Using Social Criteria 📄 Keysight Human Rights and Labor Policy 📄 Keysight Supplier Code of Conduct 📄 Statement on Eradication of Slavery and Human Trafficking	
414-2	Suppliers identified as having significant actual and potential negative social impacts.	Negative Social Impacts in the Supply Chain and Actions Taken 📄 DEKRA 2019 Assurance Statement	

GRI 415: Public Policy 2016		**Information Links**	**Omissions**
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.	Management Approach: Public Policy 📄 Keysight CSR Management System	
415-1	Total value of political contributions by country and recipient/beneficiary	Political Contribution 📄 Lobbying Disclosure	Not Applicable. 1. Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S., Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates. 2. Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted

	Information Links	Omissions
		by local law, without approval from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff. 3. Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs. 4. These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions.

GRI 416: Customer Health and Safety 2016	Information Links	Omissions
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.	Management Approach: Customer Health and Safety 📄 Keysight Quality Policy 📄 Keysight General Specification for the Environment 📄 Keysight CSR Management System	
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Assessment of the Health and Safety Impacts of Product and Service Categories 📄 Keysight Quality Policy 📄 Keysight ISO 9001 Certificate 📄 Keysight ISO 14001:2015 Certification	
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	

GRI 417: Marketing and Labeling 2016	Information Links	Omissions
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.	Management Approach: Marketing and Labeling 📄 Keysight CSR Management System	
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Requirements for Product and Service Information and Labeling 📄 Keysight Take Back Program	
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	
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	

GRI 418: Customer Privacy 2016	Information Links	Omissions
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.	Management Approach: Customer Privacy 📄 Keysight Global Data Privacy Policy PDF 📄 Keysight CSR Management System 📄 Keysight Technologies Customer Privacy Statement 📄 Keysight Standards of Business Conduct	
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	

GRI 419: Socioeconomic Compliance 2016	Information Links	Omissions
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.	Management Approach: Socioeconomic Compliance 📄 Keysight CSR Management System	
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	

About Keysight's CSR Report

Published in May 2020, this report has been prepared in accordance with the GRI Standards: Core option and is related to Keysight Technologies' sustainability performance in fiscal year 2019 for the period of November 1, 2018 through October 31, 2019.

Additional related resources include:

- Latest Corporate Social Responsibility GRI Standards Data Report at www.keysight.com/go/csrgridatareport
- Keysight Corporate Social Responsibility web page at www.keysight.com/go/csr
- Keysight's Response to Coronavirus (COVID-19) on our Web site
- Keysight 2019 General Reporting Initiative (GRI) Standards Data Report
- Keysight 2019 GRI & TCFD Data Disclosure Reference Guide

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

Cover Image

The cover image was photographed by Keysight employee, Juha Polvinen.

Contact Us

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

Awards & Recognitions

See our online *CSR News, Awards and Recognition* listing for all related CSR awards. Below is a sampling of Keysight's 2019 CSR-related awards and accolades.

- Member of Dow Jones Sustainability Indices (September 2019)
- Certified by Great Place to Work (August 2019)
- Insights Success Magazine's Most Ethical Companies to Watch in 2019 (June 2019)
- JUST Capital #1 Industry Leader in Environment, #31 overall in Top 100 U.S. Companies Supporting Healthy Communities and Families (May 2019)
- Ranked #34 on Barron's 100 Most Sustainable Companies (February 2019)

Learn more at: www.keysight.com

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