

Keysight Investor ESG Quick Reference

May 11, 2023

With growing evidence of corporate environmental, social and governance (ESG) impacts being connected to community prosperity and business performance, Keysight appreciates the investment community's interest in learning more about the company's efforts. To assist in understanding the key aspects, available disclosures, and resources related to Keysight's corporate social responsibility (CSR) program, which encompasses the ESG spectrum, this document provides a summary and related links to additional disclosures.

Keysight CSR Vision & Strategy

Keysight has a long history of corporate social responsibility and taking action in response to global ESG challenges. This ethos endures today, as exemplified in our [Keysight Leadership Model](#) — the framework for how we run the company.

Keysight's CSR vision is to help build a better planet by accelerating innovation to connect and secure the world through our solutions and services, while employing a global business framework of ethical, environmentally sustainable, and socially responsible operations worldwide. As such, our core business and CSR efforts are synergistic and realized by:

- **Supporting efforts that help the planet and company thrive** by mapping efforts to business commitments and measuring progress through a set of key impact goals across ESG topics
- **Engaging company values and Keysight stakeholders** to align efforts across and deep within the company while meeting stakeholder expectations
- **Utilizing a governance structure with defined scope and management system** to drive continuous improvement and accountability

All the above are based on a foundational framework of CSR pillars, providing an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit.

See the *Vision & Strategy* section of our annual [CSR Report](#) for more information on our foundational CSR pillars, management system and governance structure.

Key Impact Goals

Keysight measures progress toward helping build a better planet through a set of Key Impact Goals that span ESG topics, including targets for:

- Net zero emissions in company operations by 2040
- Strengthening communities
- Engaging students and future engineers in science, technology, engineering, and math (STEM) education
- Employee diversity
- Ethical Governance

See the *Key Impact Goals* sections of our [CSR main web page](#) and annual [CSR Report](#) for more information.

Reporting & Data Disclosure

For transparency and to assist key stakeholders in their research of the company's ESG performance, Keysight provides annual disclosure data aligned with the General Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) reporting frameworks through its annual [CSR Report](#). This report provides a comprehensive review of Keysight's CSR program and related functions, strategy, past fiscal year results, and GRI Standards and SASB Data Indexes. In addition, the company provide an annual [DEI Report](#). As part of our focus on DEI and commitment to accountability, we publish this annual Diversity, Equity, and Inclusion report to share the work we are doing to enable every employee to thrive and Keysight to succeed.

In addition, Keysight submits data to, or verifies data provided by, the following ESG-related rating and ranking organizations, typically in the summer each year unless otherwise noted:

- S&P Global CSA — which informs the Dow Jones Sustainability Index (DJSI)
- ISS QualityScore and ISS ESG Report (as requested for corporate review)
- MSCI
- JUST Capital
- CDP (Climate, Water, and Supply Chain) — which provides a more comprehensive alignment to TCFD than the Annual CSR Report

Resources

To support transparency, Keysight's [CSR Resources web page](#) provides a robust set of public materials about the company's ESG-related policies, programs and efforts. The following table highlights several of the most requested investment community materials.

General	Topics
<ul style="list-style-type: none"> • CSR Web site • CSR Backgrounder (detailed program overview) • Corporate Social Responsibility Management System • Keysight: Building a Better Planet for Today and Tomorrow (video) • CSR News, Awards and Recognition • CSR Blog Posts 	<ul style="list-style-type: none"> • Crisis Management Keysight's Business Continuity and Response to Crisis Events • Keysight's Response to COVID-19 • Keysight Circular Economy Contributions • Diversity, Equity, and Inclusion Year in Review 2022 • Keysight Supports the UN SDGs • Keysight's Response to Climate Change • Keysight's Water Use and Stewardship • Keysight Security • Keysight's Environmental, Health & Safety Commitment • Keysight's Commitment to Human Rights and Labor • Keysight's Commitment to Learning and Development • Keysight's Supply Chain Management Responsible Sourcing • Ecosystem Management at Keysight Technologies
Reports	
<ul style="list-style-type: none"> • Annual CSR Report • DEI Report • CDP Reporting 	

If you would like to engage further on this topic, please contact Keysight [Investor Relations](#).