

Keysight Supports the UN SDGs

United Nations Sustainable Development Goals

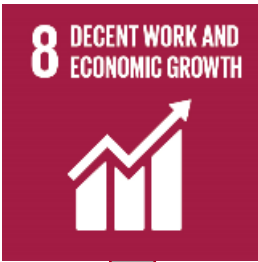











Corporate Social Responsibility Vision

Keysight's corporate social responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and by employing a global business framework of ethical, environmentally sustainable and socially responsible operations. 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 CSR program. Not only does Keysight act quickly upon sustainable and philanthropic endeavors, it maintains the relationship long after to secure lasting success. As a result, Keysight's CSR efforts are well-aligned with the charter of the United Nations' Sustainable Development Goals (UN SDGs), and are heartened to join the governments, corporations, and organizations who also support these goals.



Key Impact Goals Focus Meaningful Support for Specific UN SDGs

Keysight's CSR efforts strive to strengthen global communities, support educational development, and improve the environment, all while employing ethical business governance practices worldwide. As such, our key goals to measure our progress toward positive impact on the planet, and our related supporting efforts, directly align and support four of the UN SDGs. See the below chart for target UN SDGs and the supporting Keysight key impact goals and program areas.

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
| Community Goal  | Education Goal  | Environment Goal  | Governance Goal  |
| >\$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 |
| <p>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.</p> | <p>Nurturing future engineers, this goal collectively includes all students Keysight and employee volunteers engage with from primary and secondary education through university levels via efforts such as Keysight After School education program, community education events, as well as students who gain access to donated and discounted Keysight's solutions at universities.</p> | <p>Such efforts are focused on Keysight operations that will improve the environment through natural resource conservation and efficiency.</p> | <p>This target ensures alignment to ethical operations and business commitments through robust governance of the company's Standards of Business Conduct and environmental, health and safety programs, for example.</p> |

Results Exemplify Progress Toward Goals

As of the end of fiscal year 2018, Keysight has made significant progress toward our key impact goals:

- Community – Have committed \$1.02 billion in value to strengthen communities. Having already met our original target of \$1 billion, the company has updated our end fiscal 2020 goal to \$1.25 billion in value.
- Education – Have engaged upwards of 440,000 students.
- Environment – Have recognized 6.04% energy conservation and 15.18% water conservation, which has resulted in about \$1.09 million in cost avoidance, over our fiscal year 2015 baseline. Having met the water conservation target, we do not anticipate increasing the goal through the end of fiscal year 2020 given the bulk of conservation has been recognized.
- Governance – Have experienced no material negative impacts related to CSR.

Broad Keysight CSR Efforts Support All UN SDGs

Beyond our key impact goals, Keysight organizes CSR efforts across six foundational pillars (ethical governance, environment, responsible sourcing, our people, communities, and our solutions) with actions that touch upon all 17 of the UN SDGs, to varying degrees. See the appendix of this document for a matrix of Keysight efforts that have some level of support for UN SDGs. The matrix is organized by our foundational CSR pillars and example related efforts within each pillar that align to some level of the UN SDGs. A check mark indicates at least a minimal impact in support of the identified SDG, while a star indicates a more significant supporting element.

Appendix – UN SDGs Supported by Keysight CSR Efforts

| | | UN SDGs Represented | | | | | | | | | | | | | | | | |
|---|--|--|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|
| | | ★ = more significant support ✓ = at least a minimal impact in support | | | | | | | | | | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| Keysight's CSR Pillar: Ethical Governance Keysight is committed to conducting business in an ethically responsible manner. | | | | | | ✓ | ✓ | | ✓ | ★ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ |
| Standards of Business Conduct (SBC) Employees abide by uncompromising integrity in all their dealings on behalf of Keysight. Employees are encouraged to speak up if they notice or have questions regarding the SBC through myriad notification processes and Keysight's open-door policy. | | | | | | | | | ✓ | | ✓ | | | | | | ✓ | ✓ |
| Keysight's CSR Pillar: Environment Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention. | | | | | | ✓ | ✓ | | ✓ | | | ✓ | ★ | ✓ | ✓ | ✓ | | ✓ |
| Environmental Management Keysight's ISO 14001: 2015 certification ensures compliance with applicable laws, regulations and other environmentally oriented requirements and minimizes negative impacts of our operational processes. | | | | | | ✓ | ✓ | | ✓ | | | ★ | ★ | ✓ | ✓ | ✓ | | |

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| Disaster Crisis & Recovery Employees received support during and aftermath of the Santa Rosa fires in 2017. Worldwide employees donated money and supplies to the employees affected by the fires. Affected employees are given Friday off every two weeks to have time to rebuild their homes. | | | | | | | | | ✓ | | | | | | | | ✓ | |
| Reducing Carbon Footprint Keysight is actively investing in and changing behavior to lower CO2e emissions at all owned site locations. Santa Rosa, Penang, Colorado Springs, and Hachioji, Japan have completed installations of in-track, BAS sensor LED lighting system; and, Beijing and Chengdu, China have partial installments of the same lighting systems. Penang switches off the AHU (air handling unit) one hour earlier. Keysight's Boeblingen, Germany site cleaned up their WAN (wide area network) and data center. | | | | | | | ✓ | ✓ | | ✓ | | | ★ | ★ | ✓ | ✓ | ✓ | |
| Reclaimed Water Keysight's Santa Rosa site reclaims approximately 40% of total water and reuses it in facility-related water operations and landscaping. | | | | | | | ✓ | | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | |

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| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| Water Conservation Keysight's 2020 goal to recognize 15% water conservation per fiscal year 2015 baseline has already been met. Santa Rosa site uses recycled, non-potable water (70% of all processed) for landscape. Beijing and Chengdu sites have turned off their outside fountains and pools since China water supply is limited. Colorado Springs site has replaced 4 acres of landscape with native grass, which requires 50-60% less water. | | | | | | ✓ | ✓ | | | | | ✓ | ✓ | | * | * | | |
| | | | | | | | | | | | | | | | | | | |
| Wastewater Treatment Santa Rosa and Colorado Springs sites treat wastewater prior to discharge into municipal water pipes; no other Keysight sites produce sufficient wastewater to warrant an on-site treatment facility. | | | | | | ✓ | | | ✓ | | | ✓ | ✓ | | ✓ | ✓ | | |
| | | | | | | | | | | | | | | | | | | |
| Water Discharge Keysight has operations in industrial areas and none of its water discharge or runoff significantly impacts water bodies or related habitats. We also have programs in place to ensure that any water discharge meets legal compliance requirements. | | | | | | ✓ | | | | | | ✓ | ✓ | | ✓ | ✓ | | ✓ |
| | | | | | | | | | | | | | | | | | | |

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| Energy Conservation Keysight's 2020 goal is to recognize 10% energy conservation per fiscal year 2015 baseline. Santa Rosa installed 3 acres of solar panels which generates about 10% of site's energy needs and powers more than 40 EV charging stations. Colorado Springs site has achieved 6.2% savings from 2015-2017 in industrial energy efficiency and, consequently, was recognized by the Colorado industrial Energy Challenge (CIEC). | | | | | | | ★ | ✓ | ✓ | | ★ | ✓ | ★ | | ✓ | | |
| e-Recycling All electronic waste is recycled at designated sustainable facilities worldwide. | | | | | | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | ★ | ★ | | |
| Responsible Consumption All Keysight sites recycle waste and e-waste. Boeblingen site recycles 100% of solid waste. | | | | | | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | |

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| | 1 PEOPLE | 2 PLANET | 3 HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |
| Sustainable Landscaping Santa Rosa site uses goat and sheep herds to maintain the natural landscape, and mountain lion training for staff to secure the safety of both employees and wildlife habitat. Colorado Springs site has replaced 4 acres of Kentucky blue grass for native grass which is more drought, heat, disease, and pest resistant; reduced maintenance. Chengdu and Beijing sites have turned off the outside water fountains and pools. | | | | | | ✓ | | | ✓ | | ✓ | | | ✓ | | ✓ | |
| General Specification for the Environment (GSE) Keysight uses this directive to set restrictions for hazardous substances in materials and components that are used in our products. | | | | | ✓ | | | ✓ | | ✓ | ✓ | | | ✓ | ✓ | | ✓ |
| Online and Cloud-based Collaboration Reduces Carbon Impact All Keysight employees use online and cloud-based collaboration tools which has reduced the need for employees to travel and conduct communication between worldwide team members. As of 2017, Keysight air travel has been reduced by 20% since baseline year 2015. | | | ✓ | | | | | ✓ | ✓ | | ✓ | | ✓ | | | | |

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| | | 1 No Poverty | 2 Zero Hunger | 3 Good Health and Well-being | 4 Quality Education | 5 Gender Equality | 6 Clean Water and Sanitation | 7 Affordable and Clean Energy | 8 Decent Work and Economic Growth | 9 Industry, Innovation and Infrastructure | 10 Reduced Inequalities | 11 Sustainable Cities and Communities | 12 Responsible Consumption and Production | 13 Climate Action | 14 Life Below Water | 15 Life on Land | 16 Peace, Justice and Strong Institutions | 17 Partnerships for the Goals |
| Keysight's CSR Pillar: Responsible Sourcing Keysight partners with suppliers to ensure mutual success and commitment to sustainable practices, technology and business operations. | | | | | | ✓ | ✓ | ✓ | ✓ | ★ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ |
| Responsible Supply Chain and Sourcing Keysight employs small, minority-owned suppliers, including women-owned businesses, who abide by strict ethical, labor, and responsible sustainability according to the Responsible Business Alliance (RBA) and GSE standards, including responsible materials. | | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Workforce and Supplier Human Rights Keysight upholds the CA Transparency in Supply Chain Act 2010 which communicates all applicable labor laws governing forced labor, slavery, and human trafficking. Keysight condemns all forms of exploitation of children; we do not recruit child labor and support the elimination of exploitive child labor. | | | | | | ✓ | | | ✓ | | ✓ | | | | | | ✓ | ✓ |

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| Keysight's CSR Pillar: Our People Keysight values diverse, inclusive and respectful work environment for all employees with support for education and development. | | | | * | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ |
| Employee Gardens Gardens are cultivated and harvested for employee usage at Santa Rosa, CA, U.S.A. and Beijing, China sites. Santa Rosa site cafeteria uses vegetables from the gardens in employee meals. | | | ✓ | ✓ | | | | | | | | ✓ | ✓ | | | ✓ | | |
| Four Hours Per Month Paid Volunteerism Employees are permitted 4 hours a month of management-approved paid time off for volunteerism. | | | | | | | | | ✓ | ✓ | | ✓ | | | | | | |
| Tuition Reimbursement and Distance Learning Degree The company may provide employees with financial assistance for education relevant to meeting our business needs. The program helps employees take external academic classes or complete a Keysight-relevant academic degree program. | | | | | ✓ | ✓ | | | ✓ | ✓ | | | | | | | | |
| Flexible Work Arrangements Many Keysight employees utilize alternative work arrangements such as part-time, telecommuting, job-shares and variable work schedules. | | | | ✓ | | ✓ | | | ✓ | | | ✓ | | ✓ | | | | |

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| Employee Healthcare Keysight employees receive healthcare coverage which includes family planning, reproductive care, and mental health. | | | | ✓ | | ✓ | | | | | | | | | | | | |
| Employee and Family Assistance Programs (EFAP) Confidential and individual counseling is made available for employees and their families. | | | | ✓ | ✓ | | | | ✓ | | | | | | | | ✓ | |
| MagellanAssist Confidential and individual mental health assistance is made available for all U.S. employees. | | | | ✓ | | | | | ✓ | | | | | | | | | |
| Wellness Programs Many Keysight offices offer on-site gyms, massage therapists, healthy eating options, and fitness activities for employees. In addition, the Santa Rosa site offers discounted memberships for Sonoma County Regional Parks (SCRP) to encourage employees and their families to get outside. | | | | ✓ | | | | | | | | | | | | | | |
| Health and Safety Employee Training and Audit Employee safety training is conducted per regulatory requirements to reduce any potential injury/illnesses. | | | | * | | | ✓ | | ✓ | | | ✓ | ✓ | ✓ | ✓ | | ✓ | |

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| Workforce Pay Compensation Equality 1:1 equal pay compensation (+/- 0.03%) between men and women employees. | | | | | ✓ | | | ✓ | | ✓ | | | | | | | |
| Becoming Independent Employees Santa Rosa site employs individuals with disabilities to sort items in their on-site recycling center. | | | | | | | | ✓ | ✓ | ✓ | | ✓ | | | | ✓ | |
| Open Door Policy Employee culture establishes that managers and executive are available to talk to employees. Keysight office layout keeps all executive offices and manager spaces open and the company employs myriad processes for confidential and open feedback. | | | | | | | | ✓ | | ✓ | | | | | | | ✓ |
| Equal Employment and Opportunity Training Annual employee training in Standards of Business Conduct (SBC) includes equal employment and opportunity training. 100% of Keysight employees complete this training annually. | | | | | ✓ | | | ✓ | | ✓ | | | | | | | ✓ |

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| Keysight's CSR Pillar: Communities Keysight contributes to the communities where the company operates, also local and global volunteer efforts. | | ✓ | ✓ | ✓ | ★ | ✓ | ✓ | ✓ | ★ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Earth Day and World Environmental Day Keysight employees annually participate in and learn about opportunities and practices benefiting the environment. | | | ✓ | | ✓ | | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Keysight Solutions in Universities New and refurbished products donations and discounts are given to universities to educate the next generation of engineers. | | | | | ✓ | | | | | ✓ | | ✓ | ✓ | ✓ | | | ✓ | |
| University Relations Employees help universities with grant writing, guest lectures, professor visits, technical hands-on training, career talks, and partnerships. | | | | | ✓ | | | | | ✓ | ✓ | | | | | | | |
| Campus Manager Program Keysight human resources staff recruit and conduct engagement conversations with university students for internships and full-time offers. | | | | | ✓ | | | | ✓ | | | | | | | | | |

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| STEM Education Volunteerism Keysight sponsored programs like Algebra Academy, Keysight After School, teacher “externship” program, Hope in Sight, STEM camp, and science fairs give employees the opportunity to help local schools with STEM- related subjects to encourage future engineers. | | | | ✓ | | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| Women/Girls STEM Education Volunteerism Keysight sponsored programs like "Introduce a Girl to Engineering Day", "Girls Exploring Science Technology Engineering and Math" (GESTEM), "Expanding Your Horizons" (EYH), and webinars through Keysight's Society of Women Engineers Enterprise Program (known as KSWEET) are catered especially to females to increase their exposure to and education in STEM fields by Keysight employees. | | | | ✓ | ✓ | | | ✓ | ✓ | ✓ | | | | | | ✓ |
| SWE and KWEET Keysight has a strong 40-year relationship (starting with HP, Agilent, and now Keysight) with the organization to support and advance women engineers in the workplace. | | | | ✓ | ✓ | | | ✓ | ✓ | ✓ | | | | | | ✓ |

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| Keysight IoT Innovation Challenge Keysight sponsored a student competition to design a low-power IoT sensor network strategy in "smart land" or "smart water" innovation tracks. | | | | | ✓ | | ✓ | | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Keysight-sponsored External & Internal Hackathons Several Keysight sites host hackathon events for local university students from various disciplines to create solutions to real-world problems in security, education, aeronautics, and environment. Internal hackathons challenge Keysight employees in collaborative projects to solve software and hardware issue scenarios. | | | | | ✓ | ✓ | | | ✓ | ✓ | | ✓ | | | | | ✓ | |
| Keysight Sponsored FIRST Robotics Keysight sponsored the 2019 FIRST regional robotics competition in San Francisco and the FIRST championship events | | | | | ✓ | | | | ✓ | ✓ | | | ✓ | | | | ✓ | |
| "I am a Creative, Innovative, and Passionate Teen Achiever" (i-CIPTA) Keysight Challenge Keysight's Penang, Malaysia site launched an engineering design competition for local polytechnic schools to solve real world issues. | | | | | ✓ | | | | ✓ | ✓ | | | ✓ | | | | ✓ | |

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| Keysight Hope School Keysight employees sponsor a rural primary school severely damaged in the Sichuan earthquake in 2008. Keysight and employees contribute to this school through donations and volunteerism to give food, books, resources, and education programs to the children taught there. | | ✓ | ✓ | | ✓ | | | | ✓ | ✓ | ✓ | ✓ | | | | | ✓ | |
| Keysight Taiwan collaborates with Boyo Social Welfare Foundation Keysight's Taiwan site volunteers brought hands-on science and engineering activities to educate underprivileged children in remote countries. | | | | | ✓ | | | | | ✓ | ✓ | | | | | | ✓ | ✓ |
| Employee Giving Programs Keysight, the Keysight Foundation, and employees together donate annually to myriad charitable organizations which support the various UN SDGs. In North America, employees have a choice of over 850 charitable organizations to choose from to donate directly to and receive a matching Keysight donation (up to a target threshold). | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Food Bank Volunteerism Employees from Santa Rosa and Colorado Springs, CO U.S.A and other sites volunteer regularly at local food banks. | | ✓ | ✓ | | | | | | | | | | ✓ | | | | | |

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| National Seashore Volunteerism Keysight employees and their families collected trash from the coastline and restored the interior of a lifeboat station at Point Reyes National Seashore. This landmark is used to educate groups about the natural and cultural resources of Point Reyes. | | | | | | ✓ | | | | | | ✓ | ✓ | | ✓ | ✓ | | |
| Keysight's CSR Pillar: Our solutions Keysight's electronic measurement portfolio is designed to be safe, compliant and maximize the value of limited environmental resources. | | | | | | | | | ✓ | ✓ | | | ✓ | ✓ | | ✓ | ✓ | ✓ |
| Accelerating Innovation to Connect and Secure the World Keysight products help with global communications, network test, visibility, and security which connect and secure the world. Our products enhance global availability and access to information and communication technology. | | ✓ | | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ |

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| Product Longevity and Sustainability Keysight is working on improving the energy efficiency of our handheld products. Customer expectations of prolonged battery operation and increased measurement capability - all within the same form factor - drives improved efficiency in our product designs. | | | | | | | | ✓ | | ✓ | | ✓ | ✓ | | | ✓ | | |
| Digital Product Manuals Keysight no longer issues paper product manuals as default. Instead customers are given electronic product manuals with print manuals provided only upon request. | | | | | | | | | | ✓ | | | ✓ | ✓ | | ✓ | | |
| Product Take-Back Program Keysight will take-back products to repair and/or resale offering customers a credit to apply toward a new product. | | | | | | | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | | ✓ | | ✓ |
| Responsible Business Alliance (RBA) Membership Keysight partners with other corporations committed to responsible and sustainable electronics supply chain practices for workers, the environment, and business. | | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Additional Resources

- [Keysight CSR Website](#)
- [Keysight CSR Resources](#)
- [Keysight News, Awards, and Recognition](#)

See the United Nations [Sustainable Development Goals web site](#). 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.

Learn more at: www.keysight.com

For more information on Keysight Technologies' products, applications or services, please contact your local Keysight office. The complete list is available at: www.keysight.com/find/contactus

