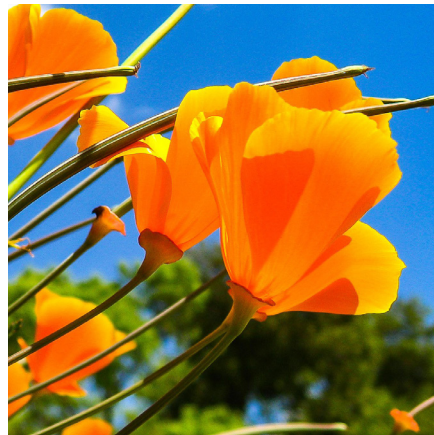


# Keysight Technologies

## Corporate Social Responsibility



Ethical, Environmentally Sustainable, Socially Responsible

## Letter from Our CEO

Increasing global concern about diminishing natural resources and rising social issues have highlighted the important role industry can play in making life on our planet more sustainable. Keysight Technologies acknowledges our responsibility to be part of the solution for these global issues by conducting business in an environmentally sustainable and socially responsible fashion. Our corporate social responsibility (CSR) program has a dual purpose: to help achieve the company's goals of growth in revenue, profit and total shareholder return, and to build a better planet by moving the world's technology forward and with operations that adhere to high ethical, environmental sustainability and social responsibility standards.

At the foundation of Keysight's CSR program are "pillars" – key elements that focus our programs, policies and activities to meet our annual goals. I am pleased to report that in 2016, we made progress in all of our six foundational CSR pillars. For example, we have a technology refresh program that provides our customers options to extend the service life of their existing equipment, enabling us to repurpose older instruments for resale and recover parts, reducing diversion to landfills.

Other highlights from our fiscal year 2016 include programs aimed at making a positive difference in communities and with non-profit and education organizations around the world. Through Keysight's annual Giving Program, more than \$1.5 million in employee donations and company matching funds were given to 844 non-profit organizations. Our University Relations Program delivered more than \$3.5 million in research grants and equipment donations to universities in the Americas, Europe and Asia. Detailed results from actions taken in all our pillars are included in our 2016 Corporate Social Responsibility Report.

Looking ahead to the next several years, Keysight anticipates our CSR program will help us meet key business goals while continuing to achieve our sustainability objectives. Positive outcomes expected include:

- Improved talent attraction and employee retention from opportunities for new-hire engagement in company training, philanthropic and volunteerism programs
- Enhanced innovation in areas of strategic business growth through university engagement and research grants
- Cost containment through water and energy conservation and carbon footprint reduction
- Expense management through efficient resource utilization, such as our continued transition to digital print materials
- Alignment with a growing population of investors making corporate social responsibility an investment priority

I believe the steps Keysight is taking will continue to build a strong foundation for long-term growth and value creation, while at the same time meeting our sustainability goals and reinforcing our commitment to corporate social responsibility.



Best regards,

A handwritten signature in black ink, which appears to read "Ron Nersesian". The signature is written in a cursive style and is positioned above the printed name and title.

**Ron Nersesian**  
Keysight Technologies  
President and CEO

## Table of Contents

Letter from Our CEO.....	2
CSR Strategy and Governance .....	4
CSR Vision .....	4
Keysight Business Strategy.....	5
Material Corporate Social Responsibility Topics.....	6
CSR Strategy .....	7
CSR Governance.....	8
Foundational CSR Pillars.....	9
Ethical Governance.....	9
The Environment.....	10
Responsible Sourcing.....	11
Our People .....	12
Our Communities.....	13
Our Solutions .....	14
Looking Forward.....	15
About This Document.....	16



# CSR Strategy and Governance

## VISION

Keysight's CSR vision is to build a better planet by moving the world's technology forward and employing a global business framework of ethical, environmentally sustainable and socially responsible operations.

To achieve this vision, Keysight implements programs and initiatives that support our business commitments – revenue growth, profitability and value creation – while positively impacting the planet through natural resource conservation, emission reduction, waste minimization and pollution prevention. We also promote human rights within the company's sphere of influence and make contributions in communities where we have a presence to improve education and the quality of life.

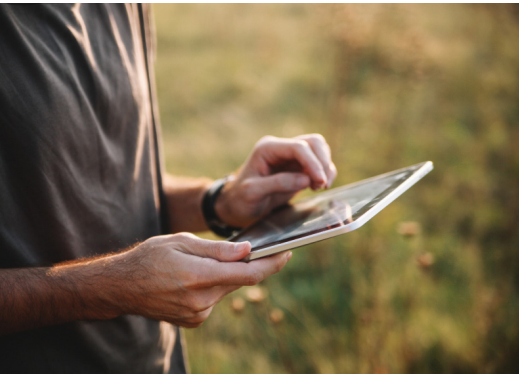
Examples of how Keysight's CSR activities support our company goals include the following:

- Through consistent global programs and policies that meet local laws and regulations, Keysight speeds acquisition integration and new market entries in support of revenue growth targets
- Employee diversity and development, coupled with community philanthropy and engagement programs, enable Keysight to attract and retain high performance employees in targeted growth areas while supporting local communities where we do business
- Company-supported Science, Technology, Engineering and Math (STEM) outreach and university research programs and grants engage Keysight in next-generation innovation while supporting future engineer development
- Product quality and longevity, coupled with product take-back and recycling programs, deliver profitable remarketed product revenue for the company while minimizing landfill and waste
- Efforts in carbon footprint reduction and energy and water conservation help minimize climate change impact on the planet while reducing operating expenses and supporting cost avoidance strategies that enable the company to meet its profitability targets
- Proactively working with our customers to meet their environmental, health, safety and human rights requirements improves our performance and strengthens our relationships with them, positively impacting our business

Keysight's business objectives and corporate citizenship are synergistic. Our efforts in corporate social responsibility are good for customers, employees, shareholders and the planet.

*Good for customers,  
employees,  
shareholders  
and the planet*





## KEYSIGHT BUSINESS STRATEGY

Keysight Technologies is a leading technology company that helps its engineering, enterprise and service provider customers optimize networks and bring electronic products to market faster and at a lower cost. Keysight solutions go where the electronic signal goes, from design simulation, to prototype validation, to manufacturing test, to optimization in both physical and virtual networks. Customers span the worldwide communications ecosystem, aerospace and defense, automotive, energy, semiconductor and general electronics end markets.

Our largest research and development and manufacturing facilities worldwide are located in California and Colorado in the U.S., and in China, India, Japan, Malaysia, the United Kingdom, Germany, Singapore, Spain, Finland and Romania. To maximize Keysight's success, we are implementing a strategy to transform from a hardware-centric product company to a software-centric solutions company. While hardware still represents an important part of our business, we are on the leading edge of a trend in electronic design and test to provide total customer solutions that are software-centric and include a greater emphasis on services.

Keysight's over-arching strategy to increase revenue involves preserving our base business and accelerating our growth initiatives, which include being first in 5G wireless, pursuing modular solutions, expanding leadership in test and measurement software, and growing our services business. We also will focus on maximizing business contributions from several strategic acquisitions we have made over the past two years – including the April 2017 pairing with Ixia, a leader in network test, visibility and security.

*Transforming today's measurement experience through innovative solutions in wireless communications, network test and security, aerospace and defense, automotive, energy and semiconductor markets*

# MATERIAL CORPORATE SOCIAL RESPONSIBILITY TOPICS

A materiality assessment was conducted to identify and understand environmental and social risks as well as strategic opportunities for our business.

As part of the materiality assessment, Keysight contracted with a third-party specialist to conduct:

- Peer analyses of five similar companies to understand where Keysight stands globally in its corporate social responsibility efforts
- Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, global sales, corporate services, human resources, workplace solutions, product innovation and quality, and business industry groups
- External stakeholder interviews representing customers, investors, industry associations, academics and non-governmental organizations to identify common themes in priorities for the next three to five years and potential performance improvement trends in corporate citizenship

Following this work, a cross-functional Keysight team reviewed the draft assessment and provided feedback to create the list of Keysight material social responsibility topics shown on the right.

## Material Categories and Topics

### Governance

- Regulatory compliance
- Data security and privacy
- Ethical standards of business conduct
- Intellectual property rights

### Environmental Sustainability

- Extended producer responsibility
- Energy and emissions
- Built environment
- Water and air pollution
- Waste and recycling
- Hazardous material management

### Supply Chain

- Conflict minerals
- Supplier human rights
- Supplier responsibility and accountability
- Disaster preparedness and business continuity, resiliency

### People

- Talent and skills
- Employee experience
- Labor standards

### Community

- Societal impact
- Strategic philanthropy and volunteerism

### Solutions and Services

- Innovation
- Quality and safety

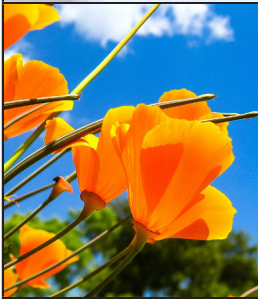





# CSR STRATEGY

In developing Keysight’s CSR strategy, we relied heavily on our materiality assessment and priority material topics to guide the program.

For ongoing alignment, we also regularly engage with critical stakeholders – including customers, investors, suppliers, company executives and non-governmental organizations – to ensure they are informed about our business and sustainability efforts and to understand their expectations and perspectives of our business. This ongoing stakeholder engagement is accomplished through consultation, surveys, ad-hoc feedback and reviews.

Based on this work, Keysight adopted six foundational pillars that support our CSR vision and commitment. These pillars, shown on the right, include programs and policies with action plans, accountabilities and goals.

	<p><b>Ethical Governance</b> 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 of our foundational pillars</p>
	<p><b>The Environment</b> 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-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations</p>
	<p><b>Responsible Sourcing</b> We have strong partnerships with our strategic suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology and business operations</p>
	<p><b>Our People</b> Keysight values a diverse, inclusive and respectful work environment where all employees enjoy challenging assignments, development opportunities, competitive salaries, and a safe environment</p>
	<p><b>Our Communities</b> We contribute to the communities where we operate, participating in local and global volunteer efforts and supporting numerous charitable and educational organizations</p>
	<p><b>Our Solutions</b> Our portfolio of highly reliable and long-lasting electronic measurement solutions are designed to be safe, compliant with applicable regulation and maximize the value of our limited environmental resources</p>

## CSR GOVERNANCE

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 companywide. Governance team members represent their functional areas in the development and oversight of the CSR strategy, and are responsible for completing program deliverables.

The governance team has direct oversight from Keysight's senior vice president of Corporate Services, with an executive steering committee composed of executives and senior managers from finance, environment health and safety, global procurement, human resources, investor relations, corporate counsel, corporate communications, and product environmental and regulatory compliance.

A governance team lead is assigned to each pillar, serving as primary contact for reporting key performance indicators for the pillar and working with their respective extended team as well as the CSR program management team to meet annual goals set for each pillar.

Key activities in Keysight's CSR governance process include the following:

- Annual planning to set target initiatives and measures, identifying adequate resourcing and facilitating alignment between company functions
- Input from ongoing stakeholder engagement to identify new trends and gaps, which are reviewed against existing plans and re-prioritized if needed
- Annual CSR deliverables are implemented according to plan and regularly monitored
- Quarterly program reporting is conducted to assess progress toward targeted KPI goals
- Actions to address any gaps identified in reporting – or changes in requirements – are assigned to appropriate governance team members to ensure annual CSR goals are met

In addition to its role overseeing and implementing Keysight's CSR program, the governance team also is responsible for communication to stakeholders and employees, educating and informing about the company's CSR efforts and integrating them into business practices and culture.





# FOUNDATIONAL CSR PILLARS

## ETHICAL GOVERNANCE

Keysight is committed to conducting business in an ethical manner. Our commitment is based on the belief that it is the right thing to do, and is expected by our shareholders, customers and employees. Ethical governance is integral to our business, and our leadership team is accountable for ensuring ethics remain at the core of all our operations.

In support of this effort, we use Keysight's Standards of Business Conduct (SBC) and global anti-corruption policies as guideposts in conducting business with honesty and integrity. We provide SBC training for all employees as part of the on-boarding process when they join Keysight, and annually require all employees to complete refresher training. We achieve 100 percent completion annually on our employee SBC training.

In addition, our efforts on ethical governance engage employees to maintain a culture of meeting and exceeding compliance expectations, and minimizing the company's legal risk. From individual employee responsibilities through corporate governance, Keysight business management policies and procedures are designed to provide operational transparency and business sustainability while meeting all compliance requirements.

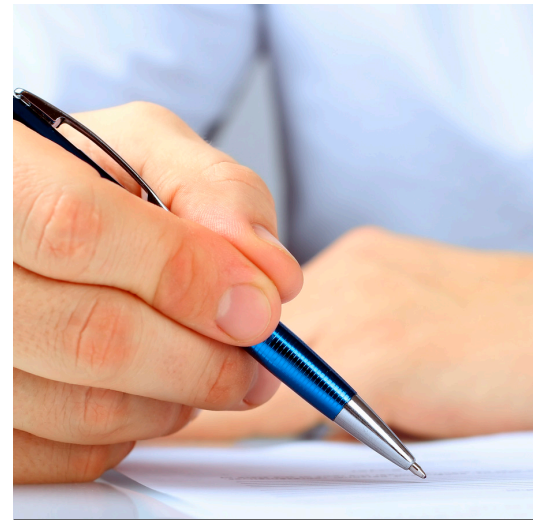
Implementing those policies and procedures involves taking steps to insure we meet and exceed compliance on all regulated business practices. We also work with partners contracted to sell or market our products to ensure their compliance with legal requirements and our expectations of ethical conduct. They certify in writing their agreement to avoid bribery, export violations and other violations of law or our SBC.

Our ethical compass at Keysight includes promoting human rights within the company's sphere of influence. This priority led us to establish the following guidelines in our business operations.

- **Freely-chosen employment:** Keysight is committed to maintaining a supply chain free from all forms of forced, bonded or involuntary prison labor
- **No child labor:** Keysight condemns all forms of exploitation of children; we do not recruit child labor and we support the elimination of exploitive child labor
- **Minimum wages:** Keysight compensates our employees with wages and benefits that meet or exceed the legally required minimum
- **Working hours:** Keysight does not require employees to work more than the maximum hours of daily labor set by local laws
- **No discrimination:** Keysight supports and upholds the elimination of discriminatory employment practices and promotes diversity in all aspects of its business operations; our policies prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, veteran status, national origin or any protected class
- **No harsh or inhumane treatment:** Keysight prohibits physical abuse, harassment or the threat of either; we provide a safe and healthy working environment for all employees
- **Freedom of association:** Keysight respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired

# 100%

*Completion for  
Standards of Business  
Conduct Training  
Annually*



These standards establish clear ethical guidelines, and all Keysight employees are expected to comply with them.

## THE ENVIRONMENT

Keysight's environmental programs cover company operations around the world. We conduct 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 management practices as well as in our working relationships with suppliers and contractors.

We use an environmental compliance framework that enables us to facilitate and sustain compliant product design, development, production, refurbishment and support. Additionally, we use the General Specification for the Environment (GSE) directive to set restrictions for hazardous substances in materials and components that are used in our products.

Keysight operates under an Environmental, Health and Safety Management System (EHSMS), which enables us to maintain ISO 14001 environmental management system certification. With our EHSMS in place, we continuously drive improvement in our environmental performance.

In our fiscal year 2016, we updated Keysight's Global Environmental, Occupational Health and Safety policy, which outlines the company's environmental commitment to our employees and the communities in which we operate.

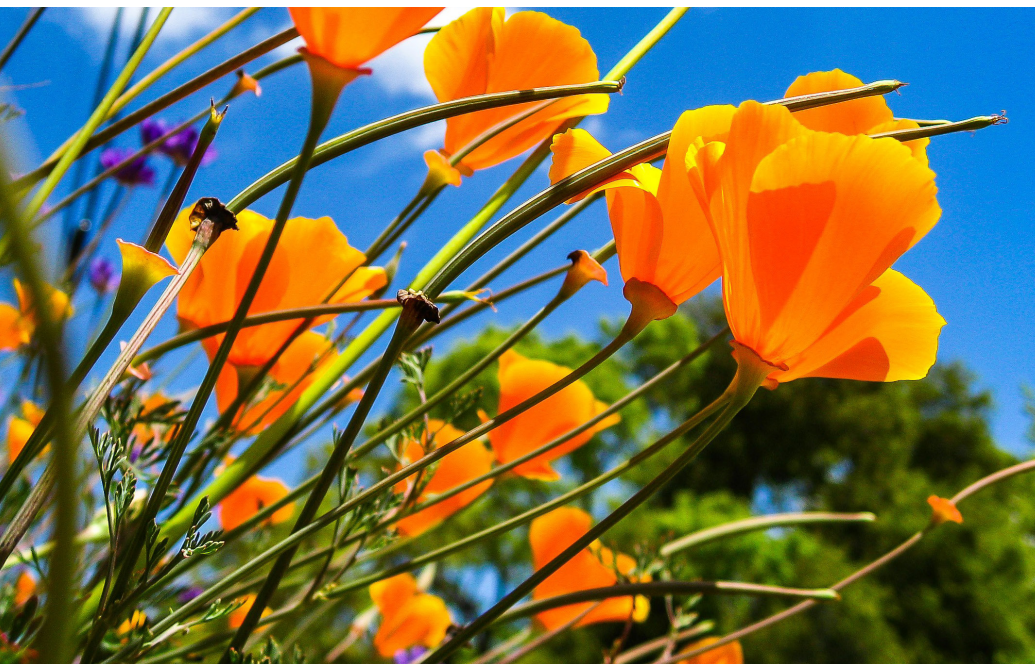
We have a goal to improve natural resource conservation by 10 percent over the next five years. Our efforts to conserve energy and water have resulted in decreased operating expenses and increased resource efficiency. In support of this conservation goal, we installed energy-efficient LED lighting at our headquarters facility and three other company sites.

Keysight also has product trade-in and take back programs that addresses one of our material issues -- extended producer responsibility -- while supporting our commitment to prevent product materials and packaging unnecessarily entering the waste stream. A variety of program options help customers safely dispose of or recycle used instrumentation in several countries, and will be expanded wherever possible. Our remarketing solutions business recovers and repurposes older instruments for resale as well. These programs enable Keysight to reduce the number of products that end up in landfills and provide customers access to competitively priced equipment.

## SOLAR SUSTAINABILITY



Keysight has a one-megawatt, three-acre solar system at our headquarters facility in Santa Rosa, Calif., to reduce our carbon footprint through the use of renewable energy. The system provides 10 percent of the site's electrical needs and powers 30 electric vehicle charging stations, which Keysight employees use to charge their EVs while they work.



## RESPONSIBLE SOURCING

Keysight's responsible sourcing program is driven by our belief in doing business the right way. Our efforts include monitoring our supply chain to identify any human rights, environmental or privacy concerns, then minimizing or eliminating them to ensure our customers receive high-quality and responsibly manufactured products. This approach is effective because we have strong partnerships with our strategic suppliers and share a commitment to leadership in sustainable practices, technology and business operations.

Keysight's responsible sourcing program was developed based on benchmarking external standards, including Electronic Industry Code of Conduct (EICC) guidelines, the California Transparency in Supply Chains Act of 2010, the United Nations Guiding Principles on Business and Human Rights, ISO 14001, and other industrial practices specified in the Keysight Supplier Environmental and Social Responsibility Code of Conduct. Our expectation of compliance with the code of conduct is communicated with suppliers, who are asked to conduct a CSR self-assessment questionnaire – the results of which are factored into new supplier selection process.

Keysight also has a supplier sustainability program that provides oversight for our direct and indirect suppliers. We schedule regular audits and training to ensure our suppliers are informed about our expectations for supply chain sustainability. The audits enable us to assess suppliers' performance against our code of conduct, and to monitor progress on responsible sourcing material issues such as supplier human rights, conflict minerals and supplier responsibility and accountability.

Other aspects of our responsible sourcing program include the following:

- Familiarizing suppliers with Keysight's environmental health and safety management system on environmental aspects of responsible sourcing, and setting the expectation for compliance
- Conducting random environmental, health, safety and social responsibility surveys of suppliers for compliance with ISO14001 and General Specification for the Environment (GSE) directives, with any resulting corrective actions monitored and reviewed by Dekra, an external certification organization
- Screening of all new suppliers for adherence to criteria outlining responsible sourcing practices

By informing suppliers about our sustainability requirements and working with them to identify and mitigate supply risks, Keysight is positioned to maintain a leadership position in sustainable business practices.



### ISO COMPLIANCE

Keysight's ISO 14001 certification helps remove market barriers and provides evidence that we operate with controlled and effective processes to deliver products and services that meet our customers' requirements as well as their expectations of our environmental practices. Focused on continuous improvement, our ISO 14001 environmental management system minimizes negative impacts of our operational processes and ensures compliance with applicable laws, regulations and other environmentally oriented requirements.



## OUR PEOPLE

Keysight values a diverse, inclusive work environment, treats people with respect, and offers challenging assignments, professional development opportunities, competitive salaries and a safe workplace. We adhere to tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all national, state and local laws pertaining to non-discrimination and equal opportunity. These values and practices have allowed us to establish and maintain a best-in-class work environment.

Employee talent and skills development are priorities at Keysight, and we believe these resources are critical in building capabilities that enable our employees to make important contributions to the company's business success and our CSR program. Our employees thrive in a rich learning environment and use development resources to enhance their skills, knowledge and productivity to help the company achieve current business objectives and prepare for the challenge of future objectives. Our global workforce takes advantage of virtual learning resources, annually spending an average of 10 hours completing training videos and guided activities based on job-related best practice research .

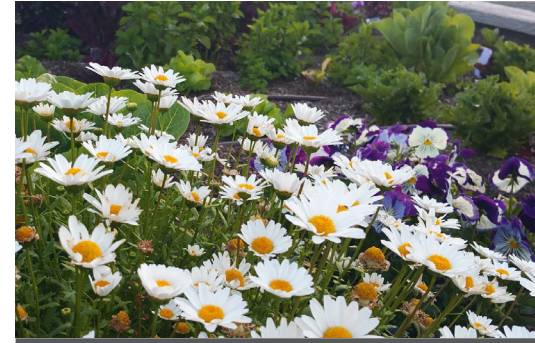
Keysight employees are the driving force in carrying out our CSR vision. With direction and oversight by the company's leadership team, employees are involved in the work required to meet CSR goals in all six of our foundational pillars. Besides the role they play in specific CSR-related projects and activities, our employees are informed about overall CSR program goals and milestone achievements with regular communication in the company's employee newsletter.

Keysight has a culture of volunteerism that supports our employees in making a difference in their own communities. Through a policy allowing four hours per month of paid time off for volunteerism, our employees participate in projects benefiting non-profit and education organizations in their communities – and help Keysight achieve its CSR goals in the Communities pillar. In our fiscal year 2016, our employees volunteered more than 7,500 hours on projects that improved the quality of life in their communities.

*A culture of volunteerism supports our employees in making a difference in their own communities*



## GROWING A HEALTHY EMPLOYEE EXPERIENCE



At several Keysight facilities, employees are encouraged to grow their own vegetables in gardens on company property. Launched as a demonstration of company values, the concept reinforces our employee wellness program and a commitment to environmental and social responsibility in organic gardening practices.

## OUR COMMUNITIES

Keysight's worldwide community programs tangibly demonstrate our values and commitment to corporate citizenship. Our aim is to be a contributor to the communities where we operate and to actively encourage our employees to get involved in local and global volunteer efforts.

The company's engagement and investment in communities where Keysight employees live and work is focused in three areas:

- STEM education
- Health and human services
- Environmental conservation

Our support in these areas takes several forms, from matching employee financial contributions to non-profit organizations in the company's annual Giving Program to sponsoring charities and education programs. Through our policy allowing four hours of paid time monthly for volunteerism, we also encourage employees to make a difference in their communities by representing the company on charitable and educational boards and committees.

Investments in community engagement – including sponsorships, grants and costs associated with community organization memberships – are coordinated by Keysight's public affairs manager with sponsorship and oversight by the company's Corporate Services senior vice president. Action plans and goals for employee volunteer hours and philanthropic contributions are set annually. Employee volunteerism is tracked two ways: through a website where employees enter the number of hours volunteered, and by Keysight volunteer project coordinators who oversee participation and provide hourly totals that are included in companywide results.

All community goals for 2016 were met, including the following highlights:

- Through the Keysight After School hands-on science program, more than 16,000 students aged 9 through 13 in the U.S., Japan, Spain, Germany, Taiwan, Korea, Singapore and Malaysia participated in projects aimed at getting them excited about STEM education
- In Malaysia and Singapore, Keysight employees participated in 10 "Day of Caring" activities, including donating funds to establish a music literacy program for visually impaired students, hosting an arts and crafts therapy session for special needs youngsters, and fulfilling the wishes of 270 children; in a similar program in Keysight's Santa Rosa, Calif., headquarters community, more than 400 employees completed 21 day-long projects at area non-profits
- Keysight employees around the world participated in Earth Day and World Environment Day activities, including major volunteer projects in Penang, Malaysia, and Santa Rosa, Calif.
- Keysight's University Relations program delivered more than \$3.5 million in research grants and equipment donations to universities in the Americas, Europe and Asia

## MAKING A DIFFERENCE IN OUR COMMUNITIES



A Keysight employee works with a student in the Keysight After School program in Penang, Malaysia

# \$1.5M

*Keysight employees give from the heart. Through our annual Giving Program – which matches employee donations dollar-for-dollar – more than \$1.5 million was given to nearly 850 non-profit and education organizations in the U.S., Canada, Europe and Asia.*

## OUR SOLUTIONS

Keysight's world class solutions enable our customers to bring breakthrough electronic products to market faster and at a lower cost. We offer the broadest portfolio of highly reliable, long-lasting electronic measurement solutions that are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources.

Innovation, quality and safety are priorities for Keysight in developing, manufacturing and selling our solutions. Our work on these priorities allows Keysight to meet customers' compliance expectations while minimizing our impact on the environment.

Keysight systemically controls the environmental impacts of product development, design and production at the companywide level in the following ways:

- In our choice of materials and components for products, the use of restricted substances is strictly limited by requirements identified in the General Specification for the Environment (GSE) directive
- Products are designed for long life and reliability, as reflected and reinforced by our three-year standard warranty associated with a large majority of products
- One of Keysight's three business groups provides repair and maintenance services to maximize the lifetime of company products and solutions, and offers refurbished equipment to reduce impacts on the waste stream

Keysight works with customers and suppliers to ensure our products are compliant with the RoHS (Restriction of Hazardous Substances) and REACH (EU Registration, Evaluation, Authorization and Restriction of Chemicals) directives. More than 3,000 of our products are compliant with RoHS, which restricts the use of lead, cadmium, mercury and other substances in electronics.

We also use the GSE directive in communicating materials specifications with suppliers, setting requirements that restrict or prohibit certain substances as constituents of parts, components and materials in Keysight products and packaging. Additionally, our trade-in and take-back programs enable our customers to refresh their technologies and address concerns about disposal at the end-of-life for Keysight products.



Our trade-in and take-back programs enable customers to maximize the value of outdated test equipment and address end-of-life issues with their existing products, promoting resource conservation and preventing improper disposal and potentially adding to waste stream.



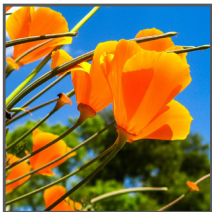
# LOOKING FORWARD

Keysight's CSR strategy will evolve based on ongoing stakeholder engagement and assessment of issues affecting our six foundational pillars. We will ensure that our CSR program goals, accountabilities and deliverables are included as part of the ongoing integration of two major acquisitions: Anite, which closed in 2015, and Ixia, which closed in 2017. Our intent is to focus on emerging trends in CSR that our customers also support, including supplier flow-down and next-generation labor management requirements. We will also closely watch climate change topics as appropriate. Included below are general directions anticipated in our key focus areas.



## ETHICAL GOVERNANCE

Keysight will invest in the company's internal systems to reinforce our commitment to conduct business with honesty and integrity, including ongoing evaluation of our Standards of Business Conduct to ensure its effectiveness in promoting ethical behavior. We will monitor emerging issues such as data privacy to ensure our approach to ethical governance addresses contemporary business challenges.



## THE ENVIRONMENT

We will continue to make improvements in energy efficiency and natural resource conservation at Keysight facilities around the world. Our five-year goal is to reduce water and energy usage by 10 percent with a baseline of fiscal year 2015.



## RESPONSIBLE SOURCING

Keysight will work with suppliers to enhance their efforts to meet our expectations for responsible sourcing. We will also work on improvements in our own companywide supplier management processes with new tools and platform enhancements.



## OUR PEOPLE

In accord with the Universal Declaration of Human Rights, we will continue to treat Keysight employees with dignity and respect – and advocate for similar treatment of all workers worldwide. We will monitor international social issues to ensure practices at Keysight are up-to-date and reflect our longstanding commitment to corporate social responsibility.



## OUR COMMUNITIES

Keysight will continue its commitment to make contributions to communities where we operate, including encouraging employees to volunteer in projects that improve the quality of life in their own communities. Our goals will need to expand to include philanthropic, STEM education and health and human services related activities in communities worldwide where Keysight has grown through acquisitions.



## OUR SOLUTIONS

We will maintain a focus on ensuring global regulatory compliance for our products and meeting our customers' compliance expectations, while further minimizing our impact on the environment. This goal will be accomplished by enhancing systems or adopting new ones to control the environmental impacts of Keysight product development and manufacturing.



## ABOUT KEYSIGHT'S CSR REPORT

Published in May, 2017, our [2016 CSR Report](#) covers Keysight Technologies' sustainability performance in fiscal year 2016, and includes all company operations worldwide.

Additional information can be found on our corporate social responsibility webpage. [www.keysight.com/go/csr](http://www.keysight.com/go/csr)

2016 Annual Report:  
<http://investor.keysight.com/investors-relations/financial-information/annual-reports/default.aspx>.

## IMAGES

A number of the photographs used in this document were taken by Keysight people, including entries in our monthly employee photo contest, "Key Sightings." Photo credits: Mohd Firdaus Ismail (dragonfly), page 3; Ying Bai (China scene), page 6; Ju Shen Lee (poppies) and Jeff Weber (solar panels), page 10; Neila Stewart (employee garden), page 12; Liam-Hui Koay (Keysight After School science project), page 13; and Jan Hoe Chan (Malaysia scene), page 16.

## AWARDS

Listed below are just some of the awards and accolades Keysight received in our fiscal year 2016 related to our corporate social responsibility efforts.

- Fujitsu Group Best Supplier Awards (*Keysight Japan*)
- SC21 Supply Chain Award (*Keysight UK*)
- North Bay Corporate Philanthropy Awards
- Global Calibration and Repair Services Competitive Strategy Innovation and Leadership Award 2016
- Japan Prime Minister's Award for Industry-Academia-Government collaboration (*Keysight Japan*)
- APICS Excellence in Innovation award
- 2016 Best Places to Work in the North Bay Awards
- Outstanding Foreign Firm, awarded by the General Chamber of Commerce of the Republic of China (*Keysight Taiwan*)
- 2016 Partners Across Borders Award
- 2016 Landscaping Garden Campus Program Winner (*Keysight Beijing*)

## CONTACT US

Please send any comments or questions about this report to [corporate.social-responsibility@keysight.com](mailto:corporate.social-responsibility@keysight.com)