Keysight Technologies, Inc.
Global Human Rights and Labor Standards Policy

Our Approach

Keysight Technologies, Inc. (Keysight) is committed to promoting human rights and ethical labor practices wherever we do business. Keysight's Global Human Rights and Labor Standards Policy applies to all employees, contract workers, subsidiaries, affiliates, manufacturers of our products, service providers, and our supply chain. Keysight has cross-functional teams that are responsible for regularly assessing human rights risks and actual or potential adverse impacts related to human rights violations, reviewing policies and management processes, and seeking input from various stakeholders across our value chain.

In addition to complying with all laws in countries of operation, Keysight acknowledges and respects the fundamental human rights and labor principles outlined in the following guidelines:

- Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- United Nations Sustainable Development Goals
- The Ten Principles of the United Nations Global Compact
- International Labour Organization Conventions
- OECD Guidelines for Multinational Enterprises
- US Uyghur Forced Labor Prevention Act (H.R. 6256)
- California Transparency in Supply Chains Act
- Modern Slavery Act 2015
- Responsible Business Alliance (RBA) Code of Conduct

Our Corporate Social Responsibility (CSR) Vision

Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and 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 — creating long-term value for business stakeholders while striving to positively impact the global community through our solutions, services, and CSR program.

We support our CSR vision by taking actions that are dedicated to improving the global environment, with focused efforts in climate change mitigation and strengthening local communities. Advancing our CSR initiatives, Keysight is committed to making progress towards complying with the Responsible Business Alliance (RBA) Code of Conduct and expects the same from our business partners and supply chain. Prioritizing human rights and ethical practices is fundamental to Keysight's CSR program and is upheld by our Global Human Rights and Labor Standards Policy.

Our Principles

Keysight is committed to the following Human Rights and Labor Standards principles and has the same expectations for our labor agencies and suppliers.

Prohibition of Forced Labor and Human Trafficking: Keysight does not use or tolerate the use of forced, bonded (including debt bondage) or indentured labor, voluntary/involuntary or exploitative prison

labor, slave labor or labor obtained through the trafficking of persons including transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Refer to Keysight's Statement on Eradication of Slavery and Human Trafficking for more information about our efforts to combat slavery and human trafficking in our business and supply chain.

Keysight does not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. Keysight employees are not required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid, Keysight reimburses the employee.

Child Labor Prevention: Keysight does not use or tolerate the use of child labor. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, it is immediately corrected, and corrective actions are put in place to ensure that it does not happen again.

Working Hours: Keysight will not require employees to work more than the maximum hours of daily labor set by local laws. Except in an emergency or unusual situation, working hours for Keysight hourly employees generally should not exceed the maximum set by local labor law or no more than the advised weekly hours and schedule in the RBA Code of Conduct (including overtime), whichever is stricter. When not required by business demands, working overtime hours for Keysight hourly employees is voluntary.

Wages and Benefits: Keysight compensates employees with wages and benefits that meet or exceed the legally required local minimum, which includes paying legally required overtime and legally mandated benefits. Deductions from wages as a disciplinary measure is not permitted.

Humane Treatment: Keysight prohibits harsh and inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, and verbal abuse of workers; nor is there to be the threat of any such treatment.

Non-Discrimination/Non-Harassment: Keysight supports and upholds the elimination of discriminatory practices with respect to employment. Keysight does not discriminate against any employee or applicant for employment because of race, color, religion, creed, gender, gender identity or expression, marital status, national origin or ancestry, age, sexual orientation, physical or mental disability, pregnancy, covered veteran status, genetic information, citizenship status, or any other characteristic protected by applicable law. All personnel actions are administered in accordance with this policy. Keysight employees shall be provided with reasonable accommodation as required by law for disabilities, pregnancy, and religious practices.

Freedom of Association/Collective Bargaining: Keysight respects the rights of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in accordance with local laws and established practice, if desired. Employees and/or their representatives are encouraged to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

Environmental, Health & Safety: Keysight values a healthy and safe work environment for all employees. Our Environmental, Health, and Safety Policy provides clear, consistent, and regulatory-compliant policies and standards for managing environmental, health, and safety matters.

Commitment to Addressing Climate Change: Keysight recognizes the significant impact that climate change has on human rights. We have established a framework to address climate change through greenhouse gas emissions reduction, energy reduction, and renewable energy targets. Refer to Keysight's Response to Climate Change for more information about our efforts to address climate change.

Water Resources: Keysight acknowledges the right to water as a human right. While the company is not a significant user of water, we recognize water is a limited and valuable natural resource. We are dedicated to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship to support our business and communities where we operate. Keysight provides fully functioning Water, Sanitation and Hygiene (WASH) services for all employees at all sites, such as providing access to clean and sanitary restrooms and drinking water.

Data Privacy: One of Keysight's most valuable assets is the goodwill it maintains with employees, customers and third parties with whom we do business, and thus we are committed to the responsible collection, storage, use, transfer, and disposal of personal data. We follow applicable privacy and data protection laws wherever we do business, and we respect the privacy of personal data. Our Global Data Privacy Policy applies to all Keysight legal entities worldwide owned directly or indirectly by the company. Refer to our Customer Privacy Statement and Supplier Privacy Statement for more information on how the Company handles personal data.

International Trade Compliance: Keysight is strongly committed to compliance with all applicable sanctions and export controls, and maintains a robust trade compliance program, which we adapt regularly to reflect the changing international landscape. We screen and conduct appropriate due diligence on our customers to ensure that we do not engage in any dealings with prohibited parties. We conduct periodic mandatory trade compliance training for appropriate employees. Please see Section 7.2 of Keysight's Standards of Business Conduct.

Ethical Business Conduct: Keysight's Standards of Business Conduct (SBC) requires that business be conducted with honesty and integrity, and the highest ethical standards. The SBC establishes clear ethical guidelines for how we do business and establishes accountability at all levels of the organization. All employees complete SBC training as part of onboarding and then take an annual refresher course. All employees must comply with the SBC.

Responsible Use: Keysight accelerates innovation by addressing customers' most complex design and test challenges through software-centric solutions, electronic instruments, and services. Our customers span the worldwide communications and industrial ecosystems, including the automotive, energy, aerospace and defense, semiconductor, and general electronics markets. As such Keysight products are multi- and general-purpose solutions that can be utilized in the design and development of myriad applications and systems. Keysight does not support or condone the misuse of our products in ways that cause or contribute to adverse human rights impacts. While the company cannot always be aware of or control how customers utilize Keysight products, we have in place a process to assess the human rights risks associated with new customer engagements. Potential customer engagements that are flagged because of this assessment are reviewed by a Keysight review panel to evaluate the associated human rights risks and determine the next steps. In addition, as described below, Keysight has a human rights due diligence process for its own operations and supply chain, a Compliance Hotline, and an Open Door Policy in place, which provide channels through which employees, third parties, and the public can report potential misuse of our products and solutions across our value chain, including potential misuse by customers. Once reported, these concerns are investigated and, where appropriate, corrective actions are taken.

Supplier Code of Conduct: Keysight expects our suppliers to maintain progressive employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and codes. These include compliance with the Responsible Business Alliance Code of Conduct, Keysight's Supplier Code of Conduct, and Keysight's Global Human Rights and Labor Standards Policy.

Human Rights Due Diligence: Keysight is committed to protecting human rights and strives towards continuous improvement in assessing actual or potential adverse human rights impacts in our operations and supply chain. We conduct periodic assessments through our internal Keysight Labor Management System (KLMS). KLMS is based on the labor standards in the Responsible Business Alliance Code of Conduct and establishes interrelated processes through a Plan>Do>Check>Act (PDCA) approach to maintain compliance with standards and laws, evaluate associated risks, monitor corrective actions and

track the efficacy of corrective actions. Additionally, Keysight has a process in place to screen and conduct appropriate due diligence on our customers to ensure that we do not engage in any dealings with prohibited parties.

Our Grievance and Remedy Process

We encourage our employees, employees of suppliers, external stakeholders, and members of the public to report any concerns or grievances related to Keysight's operations.

Public and Employee Grievance Reporting:
- Reports can be submitted through our third-party-operated Keysight Compliance Hotline.
- Anonymous and confidential reports can also be mailed to Keysight Technologies, Inc., Legal Department SBC, Mailstop 1USM, 1400 Fountaingrove Parkway, Santa Rosa, CA 95403-1738, USA

Employee Grievance Reporting:
- Through Keysight's Open Door Policy, Keysight employees can contact a manager, local human resources, or an individual at any level of management to share ideas or express grievances.
- Legal and Internal Audit teams are also available for employees to discuss ideas, concerns or grievances.

Keysight will investigate all allegations and pursue action to remediate any adverse human rights impacts. Keysight does not tolerate retaliation against anyone who in good faith reports violations of law, the Keysight Standards of Business Conduct, or other company policies or procedures, questions ongoing or proposed conduct, or participates in an internal investigation.

DEDICATED KEYSIGHT ACTIONS TO SUPPORT POLICY:

Human rights and ethical labor practices are central to Keysight's mission and is demonstrated in other policies throughout the company, including the following:

- Keysight's Standards of Business Conduct

- Keysight's Environmental, Health, & Safety Policy

- Keysight's Water Use and Stewardship

- Keysight's Statement on Eradication of Slavery & Human Trafficking

- Keysight's Equal Employment Opportunity and Affirmative Action Policy Statement

- Keysight Supplier Expectations

- Keysight's Supplier Code of Conduct

- References for the Conventions of the International Labour Organization

- Keysight's Global Anti-Corruption Policy

- Keysight's Purchase Order Terms and Conditions

- Keysight's Corporate Social Responsibility Report

- Keysight Supports the United Nations Sustainable Development Goals

This policy is approved by Keysight's executive management and applies to Keysight operations worldwide.
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