



# Diversity, Equity, and Inclusion at Keysight

Keysight works with leading innovators across the globe to bring new technologies to market to solve real-world problems by harnessing the perspectives of diverse teams. With their wide range of human experiences, we innovate more expansively and inclusively to achieve breakthroughs that change lives, secure the world, and connect people worldwide.

## We Believe

- In being open to all human experiences
- In respecting each voice
- In creating opportunities for every individual to contribute to their highest ability

**Because when we do, we innovate without limits, and we achieve a better future for all**

*“Keysight’s success depends on our relentless drive to accelerate innovation to connect and secure the world. We pride ourselves on our inclusive, high-performance culture where innovators with diverse backgrounds and perspectives come together to deliver value to our customers. At Keysight, diversity, equity, and inclusion remain key pillars of our culture, propelling us forward.”*

**Satish Dhanasekaran**, President and chief executive officer

## Our DEI Strategy

Our diversity, equity, and inclusion work is focused on engineering equality from school-age through every stage of the career journey, covering these pillars:



### Advancing STEM

We begin by fostering greater representation in STEM with educational programs aimed at underrepresented communities, girls, and women.



### Assembling diverse teams

We increase the diversity of our workforce through inclusive recruitment, attractive benefits, fair pay, and professional development.



### Fostering inclusion

We create opportunities for employees to share feedback, contribute ideas, connect with each other, and foster a culture of belonging.



### Creating a place to thrive

We provide equitable access to professional and leadership development to enable our employees to thrive at every stage of their career.

## Fostering Inclusion Through Connection

Keysight's employee network groups (ENGs) are instrumental to driving progress by building community among underrepresented groups and their allies and fostering professional development. They offer a place for people with shared identities or life experiences to connect, drive action, engage in their local community, and demonstrate their passion and personal commitment to shared issues.

In 2022, our active employee communities included:

- Employee Network Group for Underrepresented Minorities
- Keysight Diversity Allies
- Keysight's Society of Women Engineers Enterprise Program
- LGBTQA+ (Lesbian, Gay, Bisexual, Transgender, Queer+, and Allies)
- Women's Leadership Development
- Next Gen

## Future Goals

Our commitment to engineering equality is steadfast.

While we've made progress, we recognize there is more work to do.

**1:1**

Working towards  
pay parity

**33.6%**

Global new hires  
identify as women

**50.1%**

New hires in the U.S. identify as  
underrepresented minorities