

Keysight Technologies UK Gender Pay Gap Report 2023

The figures relate to the reporting period April 6th, 2022, to April 5th, 2023

Any UK employer with 250 or more employees must calculate and publish the following data:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band

The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. This is irrespective of role or seniority. Whilst there is a gender imbalance in Keysight UK pay is not influenced by gender, Keysight supports fair treatment and reward of all staff irrespective of gender.

WORKFORCE GENDER SPLIT

(Previous year figures in brackets)

Male	Female
80% (82%)	20% (18%)

PART-TIME EMPLOYEES GENDER SPLIT

	Male	Female
% of part-time employees from total workforce	3.54% (2.5%)	6.31% (2%)
% Gender split of part-time employees	65% (56%)	35% (44%)

GENDER PAY AND BONUS GAP

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	16% (16%)	22% (26%)
Gender Bonus Gap	22.3% (12%)	11.1% (18.6%)

Figures reflect actual pay received and not target pay

PAY QUANTILES

Below shows the gender distribution when employees are placed into 4 equally sized quartiles based on pay

Pay Distribution	Male	Female
Lower quartile	78% (79%)	22% (21%)
Lower mid quartile	68% (71%)	32% (29%)
Upper mid quartile	87% (90%)	13% (10%)
Upper quartile	89% (88%)	11% (12%)

Based on Keysight's pay distribution quartiles 45% of females are in the upper mid and upper quartiles compared to the formula used for this process

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS

Male	Female
97% (95%)	89% (96%)

Bonus includes sales commissions. All non-sales employees are eligible for a bonus and those employees who did not receive a bonus had insufficient service to qualify for the bonus.

OBSERVATIONS

- 2% increase from previous year in number of females within the company
- The Gender Pay Gap Mean (Average) remains the same as previous year but a drop of 4% since 2021
- Pay quartiles – Upper mid quartile has increased for females last year but there has been an overall improvement for females to 5% increase in last 3 years
- The engineering/software sector attracts more men than women and therefore has a greater proportion of men in management, technical and operational roles

Our aim is to continue to achieve an improvement in our gender pay gap. We are confident that as we make progress towards achieving greater gender balance in our senior roles and technical roles our gender pay gap will reduce over time.

Keysight Technologies plans to continue reducing the pay gap by:

- Encouraging more females into STEM roles and supporting them in their future career development to help achieve a better gender balance in more senior positions
- Keysight continues sponsoring and attending the Society of Women Engineers (SWE) events
- Improving opportunities for flexible working through our organisation
- Refreshing recruitment processes to ensure an inclusive approach to hiring and continue our efforts to broaden the appeal of Keysight to attract a diverse workforce and create an environment which supports the career development of our employees.
- Taking gender into consideration when succession planning for all key leadership roles
- Promoting our female role models
- Established Employee Network Groups to encourage people from under-represented groups in our industry including women.

Declaration

I confirm that the information in this report is accurate and has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SIGNED BY



Carole Tomlinson
UK HR Manager

for and on behalf of Keysight Technologies UK Ltd