

## Business Ethics

Keysight Technologies Inc. conducts all of its business with uncompromising integrity. Our employees are open and honest in their dealings and are expected to adhere to the highest standards of business ethics. In addition, Keysight strives to conduct all of its affairs in strict compliance with applicable laws, and we expect the same commitment from all of our suppliers.

- This includes obeying all laws in the country of manufacture or sale relating to equal employment opportunity, affirmative action, supplier diversity, environmental and safety regulations as well as other national policies.
- This includes zero tolerance for any action or implication of reciprocity either by Keysight or a supplier. Keysight will neither suggest nor imply that a supplier must buy Keysight products in return for Keysight's purchase. Although this does not preclude Keysight from selling to its supplier, it should never be suggested or expected that Keysight's account should affect the buying decision. All decisions must be free from undue influence, or even the appearance of undue influence from suppliers, customers, resellers and competitors.
- Keysight employees may generally accept inexpensive promotional items of less than US\$25 in value, normal business meals, or entertainment from other companies. With those limited exceptions, employees and members of their immediate families may not accept a gift, payment, loan, favour or anything else of value, in any context that relates to Keysight business or potential business. (Some Keysight entities and departments may have more restrictive rules, for example some departments might forbid their employees to accept promotional items.) Such activities should be infrequent, consistent with accepted business practices, and for the express purpose of furthering a business relationship, and payment of such activities must be shared by Keysight.