

## Keysight Global Anti-Corruption Policy Summary

Keysight does business directly or indirectly in over 120 countries around the globe, each of which has its own unique laws, customs, and business practices. Keysight requires its employees and business partners in all geographies to conduct their affairs with uncompromising integrity and will not tolerate corrupt activities of any kind.

Keysight maintains a written policy against corruption that prohibits promising, offering, or giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes, kickbacks, or improper *quid pro quos*.

Keysight is committed to complying with:

1. The laws and regulations of each country where Keysight conducts business;
2. The laws and regulations of the United States, including the Foreign Corrupt Practices Act;
3. Other international anti-corruption laws and regulations, including the U.K. Bribery Act of 2010 and the OECD Anti-Bribery Convention, to which 38 countries are signatories;
4. Keysight's policies and procedures; and
5. Keysight's Standards of Business Conduct.

Keysight's anti-corruption policy incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Keysight's business. Keysight managers are responsible for promoting awareness of and enforcing compliance with the policy among their reports at all levels and must not actively or passively authorize or ignore corrupt activities in their organization. Employees who violate the policy will be subject to disciplinary action, which may include termination of employment. No employee will suffer adverse consequences for refusing to offer or make a corrupt payment even if it may result in the loss of business.