

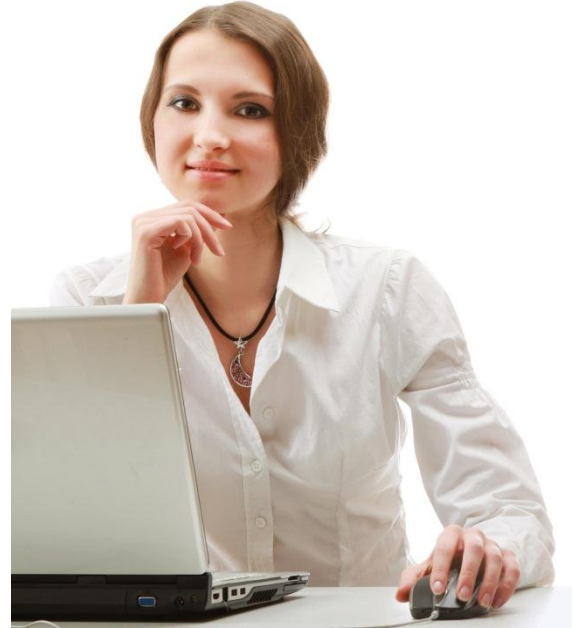


Finland Total
Rewards Overview

Compensation

Classification

Keysight uses a classification model based on the complexity of different positions. Jobs are grouped into Individual Contributor 'A' (ICA), Individual Contributor 'B' (ICB) and People Managers (PM), each with a Generic Factor chart outlining a level definition and the skills and knowledge required. Jobs that involve work of a similar nature have been grouped in broad Functions and Job Families. The Job Families themselves have been written in a Job Family Matrix. Each Job Family Matrix has one generic primary function and then outlines a general descriptor plus typical education and experience required to operate at each level. Promotion is based upon organisational need and possession of required skills, knowledge and experience etc.



Salary Review

Base pay increases are determined once per year for all employees, during the Annual Reward Planning cycle in November. If increases are awarded, this normally takes effect 1 December. Technology industry legal increases will be effective 1 November annually.

Keysight Results Bonus (KRB)

All regular employees are eligible to participate in Keysight Results Bonus (KRB), with the exception of senior managers participating in the Pay-for-Results (PFR) Program. KRB is one part of the Keysight Variable Pay -program (KVP) which is calculated every six months and is based on Keysight Performance Metric (KPM) that will determine the KVP payout. KPM is the combination of two key metrics: 1) Operating Margin (OM) %: Measures our operational excellence and profitability (Formula: operating profit divided by revenue) and 2) Revenue Growth (RG) %: A key indicator of our success in achieving growth in our markets.

Individual Performance Bonus (IPB)

This is another part of the Keysight Variable Pay program and is used to reward individuals for outstanding performance. Managers participating in the PFR Program are not eligible to receive IPB payments. Funding of this program is also based on KPM with payments delivered twice a year (December and June) to top performing employees.

Ranking/Performance Evaluation

Ranking is done on an annual basis during the Annual Reward Planning cycle, which takes place worldwide in November and effective 1 December. There is a formal link to pay.

Equity

Employee Stock Purchase Plan (ESP)

The ESP is a voluntary employee stock purchase plan and entitles each regular employee to buy Keysight shares with a 15% discount. Employees can contribute up to, but not exceeding, 10% of base earnings, exclusive of all bonuses, pay for overtime work, and other extra compensation, max \$25k a year. Purchases are made every 6 months.

Restricted Stock Units (RSU's)

Restricted stock units are awarded to key individual contributors and managers for reward and retention. RSUs are a taxable benefit. The annual RSU program operates in December.

Benefits

Pension plan (Keysight Technologies Pension Plan)

All permanent and limited duration employees are covered by the statutory TyEL- pension (plan no 55-5153416P) and other statutory insurances like the workers compensation insurance for accidents in business (IF insurance no 1015597041), group life insurance (IF insurance no 1015597042) and the unemployment insurance from TVR with Keysight client no 1274748.

Life Assurance

Permanent employees are covered by a voluntary group life insurance Optimi (insurance no 931-20120) from Mandatum. Employees are covered for life assurance equal to one time annual salary (or on target earnings for employees on a commission based scheme).



Keysight Medical Plan

Keysight (client number 8926) has an agreement with a local health care company Mehiläinen in Finland and has named company nurses and doctors in both cities, Espoo and Oulu. All permanent employees are asked to go to a health interview/check-up during the probation period (first 4 months) and are entitled to voluntary health check-ups every 3 years during the employment. Specialist visits and physiotherapy are possible if recommended by the company doctor.

Business Travel Insurance

This global program covers employees for urgent medical care, disability and life assurance whilst travelling on company business.

24 h Accident Insurance

This voluntary insurance benefit (IF insurance no 0006616460) covers employees for medical care in case of accidents outside the business hours.

Paid Sickness Absence

At the discretion of the Company, employees receive full pay depending on number of service years. Employees with up to 1 service year will get full pay for the first month of a long sick leave. Employees with 1 to 5 service years will get up to 2 paid

sick leave months and employees with more than 5 service years can get full pay up to 3 months of sick leave. The Company will receive governmental refunds from Kela during the paid sick leave. www.kela.fi

Holiday entitlement

All full time permanent employees are eligible to 24 vacation days (including 4 Saturdays) during the first full service and vacation year and from the second service year onwards employees are eligible to 30 vacation days (including 5 Saturdays). These numbers include the maximum 5 Company fixed days for Christmas shut down. Annually maximum 6 vacation days (one week) can be saved and the rest needs to be taken out during the vacation year (April to March).

Company car/ Cash Allowance

Employees who are 'Business Need' drivers (in customer facing sales or support roles/ or regularly transport heavy or bulky equipment as part of their daily role) may take this benefit in form of either a company car or a cash allowance. For all other eligible employees, the benefit is provided in the form of cash allowance only.

Business Mileage Reimbursement

If an employee doesn't have a company car and uses his/ her own car for company business, he/ she will receive the appropriate reimbursement rate in place at that time and defined by the local tax authorities. This reimbursement can be claimed through the travel expense reporting system Concur.

Per Diems

Employees traveling on business will get per diems that they can claim through Concur when making their travel expense reports in the system. Local tax authorities define the amounts and make annual adjustments always in January every year. [http://www.vero.fi/en-US/Precise_information/Official_Decisions/Taxexempt_allowances_in_2014_for_busines\(30408\)](http://www.vero.fi/en-US/Precise_information/Official_Decisions/Taxexempt_allowances_in_2014_for_busines(30408))

Other Benefits

Meal and Culture Vouchers

All permanent and limited duration employees are entitled to one meal vouchers per working day when not traveling abroad and if no other Company paid lunch is provided. Of the total value of each voucher 25% is paid by Keysight and 75% is deducted from the employee's salaries.

All permanent and limited duration employees are also entitled to culture and sport vouchers worth of EUR 200 per employee per year. Annual tax free limits for this voucher benefit are defined by local tax authorities.

Mobile Phones

Employees who need to travel on business or work home based can get a mobile phone with their manager's approval. A Company paid mobile phone is a taxable benefit in Finland.

Hardware

Managers will determine in which jobs/ roles a laptop is needed. Laptops need to be ordered through Points.

Company Credit Cards

Employees with regular business expenses are entitled to receive a company credit card. Employees are required to adhere to Company policies and their organizations' budget/ spending plans. All business expenses must be submitted through Concur in a timely manner with receipts.

Further Education Assistance

An employee may request leave or financial assistance to pursue educational studies. The relevance of the subject, length of studies, the business need and the amount of personal commitment by the employee will be taken into account when the managers are considering such requests.

Membership in Professional Associations

The Company will support membership of one relevant professional body per employee.

Work Environment

Cafeteria and Vending Facilities

Free coffee and beverages are available in our offices.

Flexible working hours

Employees may have the possibility to work flexible working hours in support of work/life balance. Normal working hours are 37,5 hours/ week.

Variable Work Patterns

Keysight Technologies offers variable working patterns e.g. part time or variety of full time patterns.

Parental Leaves



Leave of absence is available to employees in respect of maternity, paternity and adoption. Mothers will be paid full salary during first 3 months of maternity leave. Fathers will be paid 3+2 weeks depending on length of paternity leave. During these paid periods Company will get the governmental refunds from KELA (www.kela.fi)

Paid Special Family Events

In connection with special family events, employees are entitled to days off with full pay as follows;

- 3 paid days for own wedding
- 2 paid days for funeral of a close relative
- 1 paid day for family moves, funerals, weddings and birth in family.

