

## Keysight

## Narrowing order declines in 1QF24

Reiterate Rating: UNDERPERFORM | PO: 135.00 USD | Price: 154.43 USD

## Sluggish demand drives (12)% y/y core orders decline

Keysight, a leading test & measurement company, posted 1QF24 (Jan.-end) adj. EPS upside, driven by revenue and margin upside. Excluding contributions from ESI Group acquisition, core orders declined (12)% y/y to ~\$1.14bn. While the y/y decline narrowed from (16)% last quarter, this is the lowest quarterly orders amount since the COVID-impacted 3QF20. 2QF24 (April) adjusted EPS guidance of \$1.34-1.40 was below prior \$1.61 consensus. We reiterate our Underperform rating and \$135 price objective, now based on an 18x (previously 17x) multiple of our 2025E adj. EPS. Our 18x target multiple is a discount to the 22x peer average, to reflect prospective EPS declines in FY24E.

## Forecast 2QF24 core orders decline of (8)% y/y

We forecast 2QF24 (April) orders to decline (8)% y/y on a core basis, or (7)% including ESI Group contribution. Management continues to expect 2H orders to exceed 1H. Manufacturing and China demand remain soft. Orders strength continued in Aerospace, Defense, and Government. Data center-driven demand, aided by artificial intelligence adoption, drove double-digit growth in wireline orders. The pipeline for semis orders is improving, although delays in new semi fabs makes calling the exact timing difficult.

## Lowering FY24E adj. EPS by \$1.00 to \$6.40, (23)% y/y

For 2QF24 (April), we forecast (15)% y/y core revenue decline and adj. EPS of \$1.39. Our 2Q orders forecast suggests only a modest sequential improvement in 3Q revenue. For FY24E, we now forecast (11)% y/y core revenue decline, versus (4)% previously. We forecast a 340bp y/y decline in adjusted operating margin, which is consistent with Keysight's targeted framework for 300-400bp margin contraction given (10)% y/y organic revenue declines. We lower our FY24E adj. EPS by \$1.00 to \$6.40.

## 1QF24 (Jan): adj. EPS of \$1.63 was a \$0.05 beat vs Street

Adj. EPS of \$1.63 was \$0.04 above our estimate and \$0.05 above consensus. Relative to our estimates, core operations drove a \$0.11 beat and below-the-line items dragged \$0.07. Revenue was 1% above our estimate. Excluding FX and acquisitions, core revenue declined in both segments and all geographic regions. Adjusted operating margin contracted (270)bp y/y organically, but was 160bp above our estimate.

Estimates (Oct) (US\$)	2022A	2023A	2024E	2025E	2026E
EPS	7.62	8.32	6.40	7.45	8.58
GAAP EPS	6.17	5.91	4.82	6.19	7.29
EPS Change (YoY)	22.3%	9.2%	-23.1%	16.4%	15.2%
Consensus EPS (Bloomberg)			6.95	8.00	9.36
DPS	0	0	0	0	NA
Valuation (Oct)					
P/E	20.3x	18.6x	24.1x	20.7x	18.0x
GAAP P/E	25.0x	26.1x	32.0x	24.9x	21.2x
EV / EBITDA*	17.8x	17.1x	20.7x	18.5x	16.7x
Free Cash Flow Yield*	3.3%	4.1%	3.9%	4.0%	4.5%

\* For full definitions of *IQmethod*<sup>SM</sup> measures, see page 7.

21 February 2024

## Equity

## Key Changes

(US\$)	Previous	Current
2024E Rev (m)	5,389.5	4,998.4
2025E Rev (m)	5,661.4	5,394.2
2026E Rev (m)	5,955.8	5,784.7
2024E EPS	7.40	6.40
2025E EPS	8.10	7.45
2026E EPS	9.00	8.58

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## Stock Data

Price	154.43 USD
Price Objective	135.00 USD
Date Established	21-Nov-2023
Investment Opinion	B-3-9
52-Week Range	118.57 USD - 185.69 USD
Mrkt Val (mn) / Shares Out (mn)	29,342 USD / 190.0
Free Float	99.2%
Average Daily Value (mn)	164.13 USD
BofA Ticker / Exchange	KEYS / NYS
Bloomberg / Reuters	KEYS US / KEYS.N
ROE (2024E)	22.7%
Net Dbt to Eqty (Oct-2023A)	-14.6%
ESGMeter <sup>TM</sup>	High

ESGMeter is not indicative of a company's future stock price performance and is not an investment recommendation or rating. ESGMeter is independent of BofA Global Research's equity investment rating, volatility risk rating, income rating, and price objective for that company. For full details, refer to "BofA ESGMeter Methodology".

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Timestamp: 21 February 2024 05:00AM EST

# iQprofile<sup>SM</sup> Keysight

## iQmethod<sup>SM</sup> – Bus Performance\*

(US\$ Millions)	2022A	2023A	2024E	2025E	2026E
Return on Capital Employed	21.6%	19.8%	15.3%	16.7%	18.5%
Return on Equity	34.9%	33.7%	22.7%	23.9%	25.3%
Operating Margin	29.3%	30.2%	26.8%	28.2%	29.3%
Free Cash Flow	959	1,212	1,155	1,182	1,314

## iQmethod<sup>SM</sup> – Quality of Earnings\*

(US\$ Millions)	2022A	2023A	2024E	2025E	2026E
Cash Realization Ratio	0.8x	0.9x	1.2x	1.1x	1.0x
Asset Replacement Ratio	0.8x	0.9x	0.6x	0.7x	0.9x
Tax Rate	10.2%	17.8%	14.4%	14.1%	14.4%
Net Debt-to-Equity Ratio	-6.0%	-14.6%	-8.5%	-14.3%	-16.9%
Interest Cover	24.8x	NA	NA	NA	NA

## Income Statement Data (Oct)

(US\$ Millions)	2022A	2023A	2024E	2025E	2026E
Sales	5,420	5,464	4,998	5,394	5,785
% Change	9.7%	0.8%	-8.5%	7.9%	7.2%
Gross Profit	3,522	3,596	3,322	3,596	3,857
% Change	9.7%	2.1%	-7.6%	8.2%	7.3%
EBITDA	1,706	1,771	1,467	1,644	1,821
% Change	14.1%	3.8%	-17.2%	12.1%	10.8%
Net Interest & Other Income	(64)	24	16	33	41
<b>Net Income (Adjusted)</b>	<b>1,387</b>	<b>1,487</b>	<b>1,121</b>	<b>1,291</b>	<b>1,444</b>
<b>% Change</b>	<b>19.2%</b>	<b>7.2%</b>	<b>-24.6%</b>	<b>15.2%</b>	<b>11.9%</b>

## Free Cash Flow Data (Oct)

(US\$ Millions)	2022A	2023A	2024E	2025E	2026E
Net Income from Cont Operations (GAAP)	1,415	1,390	1,156	1,335	1,489
Depreciation & Amortization	223	212	259	239	230
Change in Working Capital	(404)	(19)	65	(90)	(94)
Deferred Taxation Charge	7	(3)	6	0	0
Other Adjustments, Net	(97)	(172)	(182)	(125)	(115)
Capital Expenditure	(185)	(196)	(149)	(178)	(197)
<b>Free Cash Flow</b>	<b>959</b>	<b>1,212</b>	<b>1,155</b>	<b>1,182</b>	<b>1,314</b>
<b>% Change</b>	<b>-16.5%</b>	<b>26.4%</b>	<b>-4.7%</b>	<b>2.3%</b>	<b>11.2%</b>
Share / Issue Repurchase	63	67	83	88	93
Cost of Dividends Paid	0	0	0	0	0
Change in Debt	0	0	0	(300)	(300)

## Balance Sheet Data (Oct)

(US\$ Millions)	2022A	2023A	2024E	2025E	2026E
Cash & Equivalents	2,042	2,472	2,257	2,314	2,207
Trade Receivables	905	900	898	969	1,039
Other Current Assets	1,287	1,437	1,328	1,412	1,499
Property, Plant & Equipment	690	761	752	761	782
Other Non-Current Assets	3,174	3,113	4,077	4,054	4,046
<b>Total Assets</b>	<b>8,098</b>	<b>8,683</b>	<b>9,312</b>	<b>9,511</b>	<b>9,573</b>
Short-Term Debt	0	599	0	0	0
Other Current Liabilities	1,407	1,450	1,392	1,470	1,547
Long-Term Debt	1,793	1,195	1,817	1,517	1,217
Other Non-Current Liabilities	737	785	897	932	965
<b>Total Liabilities</b>	<b>3,937</b>	<b>4,029</b>	<b>4,106</b>	<b>3,919</b>	<b>3,729</b>
<b>Total Equity</b>	<b>4,161</b>	<b>4,654</b>	<b>5,206</b>	<b>5,591</b>	<b>5,845</b>
<b>Total Equity &amp; Liabilities</b>	<b>8,098</b>	<b>8,683</b>	<b>9,312</b>	<b>9,511</b>	<b>9,573</b>

\* For full definitions of iQmethod<sup>SM</sup> measures, see page 7.

## Company Sector

Industrials/Multi-Industry

## Company Description

Keysight is a global leader in test and measurement equipment, software, and services. Key end markets include mobile infrastructure and networks (45% of revenue), defense (23%), and electronics/semiconductor (32%). The company generated \$5.5bn in revenue in FY23 (ended October).

## Investment Rationale

Keysight is likely to face headwinds from slower 5G-related demand. While the company has increased its recurring revenue mix (now 23% of total), we expect lower demand from commercial communications customers to be a meaningful drag on earnings growth.

## Stock Data

Average Daily Volume

1,062,827

## Quarterly Earnings Estimates

	2023	2024
Q1	2.02A	1.63A
Q2	2.12A	1.39E
Q3	2.19A	1.52E
Q4	1.99A	1.87E

## Lowering FY24E adj. EPS to \$6.40, (23)% y/y

For 2QF24 (April), we forecast \$1,205mn in revenue (versus \$1,190-1,210mn guidance) and adjusted EPS of \$1.39 (versus \$1.34-1.40 guidance). Our 2Q adjusted EPS estimate is \$(0.36) lower.

For FY24, we now forecast (11.4)% y/y organic revenue decline, down 710bp from our prior estimate. We forecast adjusted operating margin of 26.8% (-340bp y/y). Our FY24 adjusted EPS estimate is \$1.00 lower at \$6.40, or (23)% y/y.

### Exhibit 1: How our estimates have changed

Lowering FY24E adj. EPS by \$1.00 to \$6.40

(\$mn, except per share)	FY24E (Oct)			FY25E (Oct)		
	Current	Prior	Variance	Current	Prior	Variance
<b>Revenue</b>	<b>4,998</b>	<b>5,390</b>	<b>-7%</b>	<b>5,394</b>	<b>5,661</b>	<b>-5%</b>
Gross profit	3,322	3,568	-7%	3,596	3,757	-4%
Gross margin	66.5%	66.2%	30bp	66.7%	66.4%	30bp
SG&A and other	1,126	1,111	1%	1,175	1,165	1%
Research & development	855	912	-6%	901	935	-4%
<b>Adjusted operating profit</b>	<b>1,341</b>	<b>1,546</b>	<b>-13%</b>	<b>1,520</b>	<b>1,657</b>	<b>-8%</b>
<b>Adj. operating margin</b>	<b>26.8%</b>	<b>28.7%</b>	<b>-190bp</b>	<b>28.2%</b>	<b>29.3%</b>	<b>-110bp</b>
Other income / (expense)	-7	13	-154%	2	15	-84%
Interest income / (expense), net	16	13	23%	33	30	9%
<b>Pre-tax income</b>	<b>1,351</b>	<b>1,571</b>	<b>-14%</b>	<b>1,555</b>	<b>1,702</b>	<b>-9%</b>
Adjusted taxes	230	267	-14%	264	289	-9%
Adjusted tax rate	17.0%	17.0%	0bp	17.0%	17.0%	0bp
Non-GAAP net income	1,121	1,302	-14%	1,291	1,412	-9%
<b>Adjusted EPS</b>	<b>\$6.40</b>	<b>\$7.40</b>	<b>-13%</b>	<b>\$7.45</b>	<b>\$8.10</b>	<b>-8%</b>
GAAP net income	844	1,083	-22%	1,073	1,209	-11%
GAAP EPS	\$4.82	\$6.16	-22%	\$6.19	\$6.94	-11%
Diluted shares outstanding	175	176	-1%	173	174	-1%

Source: BofA Global Research estimates

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## 2QF24 adj. EPS guidance below prior consensus

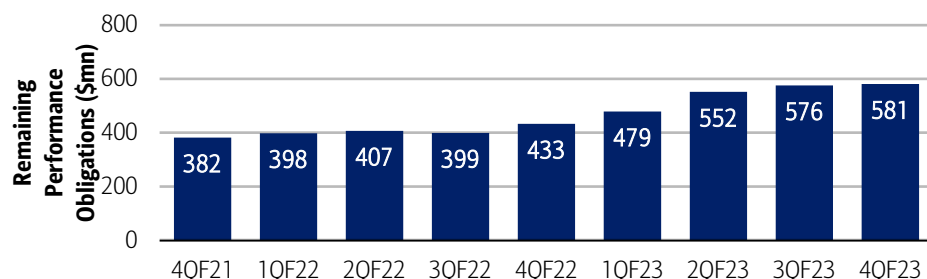
2QF24 (April) revenue guidance is for \$1,190-1,210mn, or (14)-(13)% y/y. This includes ~\$25mn of revenue from the ESI Group. This compares to prior consensus of \$1,252mn, (10)% y/y. 2QF24 adjusted EPS guidance of \$1.34-1.40 was below \$1.61 consensus.

## What we learned on the call

- **Sequential revenue trend, 2H order improvement.** Management's base case scenario is for revenue to be "relatively flat" from Q2 to Q3 and sequentially rise at a mid-single digit pace from Q3 to Q4. On orders, management expects 2H orders to exceed 1H orders, and "be supportive of revenue growth in 2025".
- **More long-dated orders.** Typically, Keysight's orders ship in ~6 months. In FY23, multi-year orders comprised 8% of 1QF24 and FY23 orders, up from 2% a year ago. Keysight's remaining performance obligations (a GAAP measure of backlog) show this trend. These were up 34% y/y last quarter. Management sees revenue from these long-dated orders reaching ~8% of revenue by year-end, which should make orders more indicative of revenue trends in FY25.

**Exhibit 2: Remaining performance obligations were up 34% y/y last quarter**

Longer-dated orders within Keysight's \$2.3bn backlog



Source: BofA Global Research, company filings

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- **Recurring revenue up 10% y/y organic.** Despite the pullback in hardware-related sales, Keysight's recurring revenue from software & service contracts increased 10% y/y on an organic basis. Including ESI Group, software was 23% of 1Q revenue.

**\$0.04 adj. EPS beat driven by revenue and margin upside**

Revenue was 1% above our estimate. Excluding the impact of FX and acquisitions,

**Electronic Industrial Solutions** revenue declined (19)% y/y versus (8)% last quarter.**Communications Solutions** Group revenue declined (12)% y/y versus (10)% last quarter.

Excluding the impact of FX and acquisitions, **Americas** revenue fell (10)% y/y (versus -5% last quarter), **Europe** revenue declined (21)% y/y (versus -4% last quarter), and **Asia Pac** revenue fell (14)% y/y (versus -16% last quarter).

Adjusted operating margin was 160bp above our estimate, driving \$0.11 of adjusted EPS upside. Below-the-line items (higher other expense, lower interest income) were a net \$0.07 headwind. All in, adjusted EPS of \$1.63 was \$0.04 above our estimate.

**Exhibit 3: 1QF24 (January) variance analysis**

1QF24 adj. EPS was \$0.04 above our estimate

(\$mn, except per share)	Actual	Estimate	Variance
<b>Revenue</b>	<b>1,259</b>	<b>1,251</b>	<b>1%</b>
Gross profit	846	825	3%
Gross margin	67.2%	66.0%	120bp
SG&A and other	277	270	3%
Research & development	214	223	-4%
<b>Adjusted operating profit</b>	<b>355</b>	<b>333</b>	<b>7%</b>
<b>Adj. operating margin</b>	<b>28.2%</b>	<b>26.6%</b>	<b>160bp</b>
Other income / (expense)	-13	3	-600%
Interest expense, net	3	5	-44%
<b>Pre-tax income</b>	<b>345</b>	<b>341</b>	<b>1%</b>
Adjusted taxes	59	58	2%
Adjusted tax rate	17.1%	17.0%	10bp
<b>Non-GAAP net income</b>	<b>286</b>	<b>281</b>	<b>2%</b>
<b>Adjusted EPS</b>	<b>\$1.63</b>	<b>\$1.59</b>	<b>2%</b>
GAAP net income	172	204	-16%
GAAP EPS	\$0.98	\$1.16	-15%
Diluted shares outstanding	176	176	0%

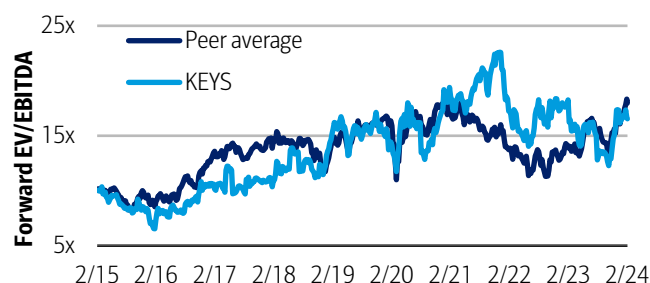
Source: BofA Global Research estimates, company filings

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## Valuation

### Exhibit 4: KEYS EV/EBITDA versus peer average

KEYS trades at a 18x 2024 EV/EBITDA versus 18x peer average

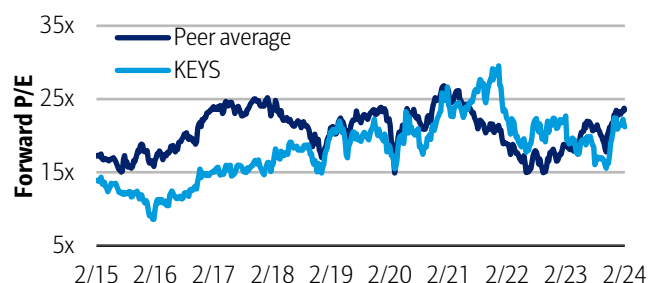


Source: BofA Global Research, Bloomberg

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### Exhibit 5: KEYS forward P/E versus peer average

KEYS trades at a 24x 2024 P/E versus 22x peer average



Source: BofA Global Research, Bloomberg

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We base our \$135 price objective on 18x our 2025E adjusted EPS. Our target multiple is a discount to the 22x peer average multiple on 2025 estimates, which we believe is appropriate given the company's below-peer EPS growth.

### Exhibit 6: Selected peer valuation metrics

We base our \$135 price objective on 18x our 2024 adj. EPS estimate

Company	Ticker	Stock Price 2/20/2024	P/E		EV/EBITDA		EBITDA Margin		EPS Growth	
			2024E	2025E	2024E	2025E	2024E	2025E	2024E	2025E
Advantest	ADTTF	¥6,727	NM	39 x	35.4 x	25.9 x	27.0%	31.7%	15%	42%
Ametek	AME	\$174.81	25 x	24 x	18.2 x	16.7 x	32.0%	32.2%	6%	6%
Anritsu	6754.JT	¥1,168	18 x	16 x	6.6 x	6.0 x	15.1%	16.0%	-6%	13%
Fortive	FTV	\$83.74	22 x	20 x	16.7 x	15.0 x	29.2%	29.7%	2%	9%
Teledyne	TDY	\$430.76	20 x	18 x	14.7 x	13.1 x	25.7%	26.1%	8%	9%
Teradyne	TER	\$100.17	29 x	23 x	24.0 x	18.8 x	22.7%	25.4%	20%	26%
Viavi Solutions*	VIAV	\$9.51	20 x	16 x	12.3 x	10.6 x	18.0%	19.6%	3%	29%
<b>AVERAGE</b>			<b>22 x</b>	<b>22 x</b>	<b>18.3 x</b>	<b>15.2 x</b>	<b>24.2%</b>	<b>25.8%</b>	<b>7%</b>	<b>19%</b>
<b>Keysight</b>	<b>KEYS</b>	<b>\$154.43</b>	<b>24 x</b>	<b>21 x</b>	<b>18.1 x</b>	<b>16.0 x</b>	<b>29.4%</b>	<b>30.5%</b>	<b>-23%</b>	<b>16%</b>
<b>Keysight at PO</b>	<b>KEYS</b>	<b>\$135</b>	<b>21 x</b>	<b>18 x</b>	<b>15.8 x</b>	<b>13.9 x</b>				

Source: BofA Global Research estimates, Bloomberg

Notes: For comparability, we have added back stock-based compensation to Ametek, Fortive, and Teledyne EBITDA and EPS estimates. BofA Global Research estimates for Advantest and Anritsu (Mikio Hirakawa), Ametek and Fortive (Andrew Obin), Teradyne (Vivek Arya), and Teledyne (Ron Epstein). Bloomberg consensus estimates used for Viavi Solutions (not covered by BofA Global Research).

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## Price objective basis & risk

### Keysight (KEYS)

We base our \$135 price objective on 18x our 2025E adjusted EPS. Our target multiple is a discount to the 22x peer average multiple on 2025 estimates, which we believe is appropriate given the company's below-peer EPS growth.

Downside risks to our price objective are: 1) cyclical declines in test equipment demand, 2) acquisition and integration risks, and 3) trade tensions hurting international sales. Upside risks to our price objective are: 1) faster pace of 5G adoption, 2) increased mix of software and contractual service revenue, and 3) greater than expected share repurchase.

## Analyst Certification

I, David Ridley-Lane, CFA, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

### US - Multi-Industrials/Engineering and Construction Coverage Cluster

Investment rating	Company	BofA Ticker	Bloomberg symbol	Analyst
<b>BUY</b>				
	APi Group	APG	APG US	Andrew Obin
	AspenTech	AZPN	AZPN US	Andrew Obin
	Atmus Filtration	ATMU	ATMU US	Andrew Obin
	Dover Corp	DOV	DOV US	Andrew Obin
	Eaton Corp PLC	ETN	ETN US	Andrew Obin
	Emerson Electric Co	EMR	EMR US	Andrew Obin
	Flowserve	FLS	FLS US	Andrew Obin
	General Electric Company	GE	GE US	Andrew Obin
	Honeywell International Inc.	HON	HON US	Andrew Obin
	ITT Inc.	ITT	ITT US	Andrew Obin
	Montrose Environmental Group, Inc.	MEG	MEG US	Andrew Obin
	Parker Hannifin Corporation	PH	PH US	Andrew Obin
	PTC Inc.	PTC	PTC US	Andrew Obin
	Rush	RUSHA	RUSHA US	Andrew Obin
	Vertiv	VRT	VRT US	Andrew Obin
	Vontier	VNT	VNT US	Andrew Obin
<b>NEUTRAL</b>				
	3M Company	MMM	MMM US	Andrew Obin
	AMETEK Inc	AME	AME US	Andrew Obin
	Fortive Corporation	FTV	FTV US	Andrew Obin
	Johnson Controls International PLC	JCI	JCI US	Andrew Obin
	Pentair plc	PNR	PNR US	Andrew Obin
	Rockwell	ROK	ROK US	Andrew Obin
	Trane Technologies PLC	TT	TT US	Andrew Obin
<b>UNDERPERFORM</b>				
	Allegion	ALLE	ALLE US	Andrew Obin
	Carrier Global Corp.	CARR	CARR US	Andrew Obin
	Core & Main	CNM	CNM US	Andrew Obin
	Illinois Tool Works	ITW	ITW US	Andrew Obin
	John Bean Technologies	JBT	JBT US	Andrew Obin
	Keysight	KEYS	KEYS US	David Ridley-Lane, CFA

## iQmethod<sup>SM</sup> Measures Definitions

### Business Performance

Return On Capital Employed

Return On Equity

Operating Margin

Earnings Growth

Free Cash Flow

### Numerator

NOPAT = (EBIT + Interest Income) × (1 – Tax Rate) + Goodwill Amortization

Net Income

Operating Profit

Expected 5 Year CAGR From Latest Actual

Cash Flow From Operations – Total Capex

### Denominator

Total Assets – Current Liabilities + ST Debt + Accumulated Goodwill

Amortization

Shareholders' Equity

Sales

N/A

N/A

### Quality of Earnings

Cash Realization Ratio

Asset Replacement Ratio

Tax Rate

Net Debt-To-Equity Ratio

Interest Cover

### Numerator

Cash Flow From Operations

Capex

Tax Charge

Net Debt = Total Debt – Cash &amp; Equivalents

EBIT

### Denominator

Net Income

Depreciation

Pre-Tax Income

Total Equity

Interest Expense

### Valuation Toolkit

Price / Earnings Ratio

Price / Book Value

Dividend Yield

Free Cash Flow Yield

Enterprise Value / Sales

### Numerator

Current Share Price

Current Share Price

Annualised Declared Cash Dividend

Cash Flow From Operations – Total Capex

EV = Current Share Price × Current Shares + Minority Equity + Net Debt +

Other LT Liabilities

Enterprise Value

### Denominator

Diluted Earnings Per Share (Basis As Specified)

Shareholders' Equity / Current Basic Shares

Current Share Price

Market Cap = Current Share Price × Current Basic Shares

Sales

Basic EBIT + Depreciation + Amortization

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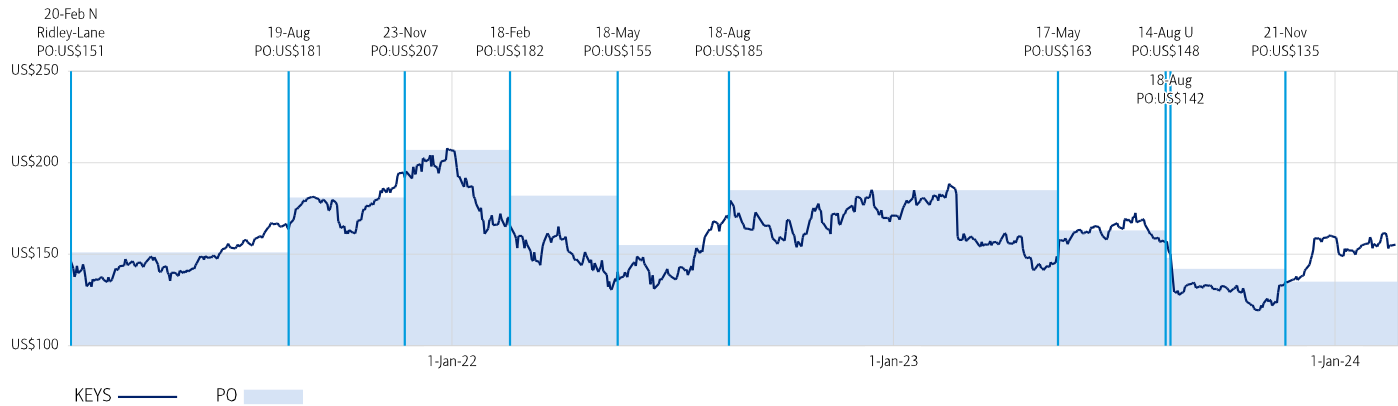
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### Keysight Tech (KEYS) Price Chart



B: Buy, N: Neutral, U: Underperform, PO: Price Objective, NA: No longer valid, NR: No Rating

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### Equity Investment Rating Distribution: Industrials/Multi-Industry Group (as of 31 Dec 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships <sup>R1</sup>	Count	Percent
Buy	45	50.56%	Buy	25	55.56%
Hold	26	29.21%	Hold	13	50.00%
Sell	18	20.22%	Sell	7	38.89%

### Equity Investment Rating Distribution: Global Group (as of 31 Dec 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships <sup>R1</sup>	Count	Percent
Buy	1895	53.62%	Buy	1083	57.15%
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Sell	807	22.84%	Sell	383	47.46%

<sup>R1</sup> Issuers that were investment banking clients of BofA Securities or one of its affiliates within the past 12 months. For purposes of this Investment Rating Distribution, the coverage universe includes only stocks. A stock rated Neutral is included as a Hold, and a stock rated Underperform is included as a Sell.

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Investment rating	Total return expectation (within 12-month period of date of initial rating)	Ratings dispersion guidelines for coverage cluster <sup>R2</sup>
Buy	≥ 10%	≤ 70%
Neutral	≥ 0%	≤ 30%
Underperform	N/A	≥ 20%

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