

2021

NI Global Reporting Initiative (GRI) Index

This 2021 GRI index and report uses selected GRI standards, or parts of their content, to report specific social, environmental, and governance metrics. This supplements our [2021 Corporate Impact Report](#).

General Disclosures

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
102-1	Name of the organization	NI
102-10	Significant changes to the organization and its supply chain	In 2021, NI announced the acquisition of monoDrive, Inc. (software developer), NH Research, LLC (power supply test), and the entry into a definitive agreement to purchase the EV Systems business of Heinzinger electronic GmbH (power systems) out of Germany. 10-K
102-11	Precautionary principle or approach	Environmental Compliance Plan
102-13	Membership of associations	<ul style="list-style-type: none">▪ Association of the United States Army▪ Associazione Arma Aeronautica▪ Austin Chamber of Commerce▪ Automotive Serial Alliance (ASA)▪ Bluetooth Special Interest Group (Bluetooth SIG)▪ Center for Automotive Research▪ FiRa (Fine Range) Consortium▪ Global Semiconductor Alliance▪ International Council on Systems Engineering (INCOSE)▪ International Test Conference▪ Institute of Electrical and Electronics Engineers Standards Association (IEEE SA)▪ International Test and Evaluation Association (ITEA)▪ Malaysia Semiconductor Industry Association (MSIA)▪ MIPI Alliance▪ National Defense Industrial Association (NDIA)▪ Next G Alliance▪ Near Field Communication (NFC) Forum▪ OAI▪ OmniAir Consortium▪ OpenRF

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
	Membership of associations (continued)	<ul style="list-style-type: none"> ▪ ORAN ▪ PXI Systems Alliance ▪ SEMI ▪ Semiconductor Industry Association ▪ Semiconductors in America Coalition ▪ Society of Automotive Engineers ▪ STEM Education Coalition ▪ TechNet ▪ VDT Alliance ▪ Wireless Communications Alliance ▪ 3rd Generation Partnership Project (3GPP) ▪ 5G lab
102-14	Statement from senior decision-maker	2021 Corporate Impact Report—Letter from Eric Starkloff
102-15	Key impacts, risks, and opportunities	Materiality Assessment
102-16	Values, principles, standards, and norms of behavior	<p>Code of Ethics training is administered annually to all active employees and addresses anti-bribery and anti-corruption. Additionally, a stand-alone training on the ethics of business gifts and entertainment, including the corruption risk associated with gift giving, was assigned to a targeted group of employees with gift-giving privileges and/or approval authority in Q1 2021.</p> <p>NI has an Ethics & Compliance SharePoint page, which contains information on the following:</p> <ul style="list-style-type: none"> ▪ Ethics Hotline website ▪ Ethics Hotline phone numbers by country ▪ Guide to Code and Compliance policies ▪ Ethics & Compliance at NI: Quick Facts ▪ NI's Code of Ethics ▪ Anti-Bribery and Anti-Corruption Policy ▪ Antitrust Policy ▪ Business Gifts and Entertainment Policy ▪ Conflict of Interest Policy ▪ Employee Values and Guidelines ▪ Insider Trading Compliance
102-17	Mechanisms for advice and concerns about ethics	<p>NI has an Ethics & Compliance SharePoint page for employees, which contains information on the following:</p> <ul style="list-style-type: none"> ▪ Ethics Hotline website ▪ Ethics Hotline phone numbers by country ▪ Guide to Code and Compliance policies ▪ Ethics & Compliance at NI: Quick Facts ▪ NI's Code of Ethics ▪ Anti-Bribery and Anti-Corruption Policy ▪ Antitrust Policy ▪ Business Gifts and Entertainment Policy ▪ Conflict of Interest Policy ▪ Employee Values and Guidelines ▪ Insider Trading Compliance
102-18	Governance structure	2022 Proxy Statement
102-2	Activities, brands, products, and services	10-K

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>The oversight, management, and implementation of ESG programs and initiatives are structured to ensure these efforts are truly cross-functional and collaborative and are championed by executive leadership. The board oversees ESG matters through its governance, audit, and compensation committees. The executive leadership team (ELT) generally implements these programs through the Diversity, Equity, Inclusion, and Belonging (DEIB) Executive Council, Executive Impact Council, and the management leaders and related working groups.</p> <p>Tabitha Upshaw, senior director of brand, reputation, and impact, leads Corporate Impact.</p> <p>Kazique Prince, global director of diversity, equity, inclusion, and belonging, leads DEIB.</p> <p>2021 Corporate Impact Report–Q&A with Tabitha Upshaw and Kazique Prince</p>
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>In recent years, we have actively solicited the perspectives of many of our stockholders to help identify focus areas and priorities for the coming year. For example, outreach efforts in Q4 2021 included requesting calls with our top 20 institutional stockholders. The discussions held with those who accepted our invitation were directed primarily toward the resiliency of our business and importance of our culture. Topics of discussion included (i) clarity of our growth strategy with a focus on software and fast-growing megatrends like 5G, autonomous and electric vehicles, and new technology for space innovation; (ii) elevation and progress of diversity initiatives since 2020; (iii) launch of our first Corporate Impact metrics report; and (iv) our continued focus on environmental initiatives.</p> <p>Each year the constructive and candid feedback we receive during these investor meetings helps inform our priorities, assess our progress, and enhance our corporate governance practices and disclosures.</p> <p>In 2020, NI conducted a formal materiality assessment, which included engaging a wide range of our internal and external stakeholders to solicit their thoughts and input on the most material environmental, social, and governance-related issues NI and its industry face. We spent 2020 interviewing our stakeholders—including NI stockholders, leaders, employees, suppliers, and partners—to inform the development of our 2030 Corporate Impact Strategy launched in February 2021.</p>
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement
102-23	Chair of the highest governance body	2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement
102-25	Conflicts of interest	NI has a Conflict of Interest Policy and Conflict of Interest Disclosure Form, which are shared with employees on NI's Ethics & Compliance SharePoint page. NI's Conflict of Interest Policy was updated effective July 20, 2021.
102-26	Role of highest governance body in setting purpose, values, and strategy	2022 Proxy Statement
102-29	Highest governing body identifying and managing economic, environmental, and social impacts	2022 Proxy Statement
102-3	Location of headquarters	11500 North Mopac Expwy, Austin, Texas 78759
102-31	Highest governance body review of economic, environmental, and social topics	2022 Proxy Statement
102-38	Annual total compensation ratio	2022 Proxy Statement

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
102-39	Percentage increase in annual total compensation ratio	2022 Proxy Statement
102-4	Location of operations	10-K
102-40	List of stakeholder groups	Customers Employees Suppliers Shareholders Partners Trade Organizations and Associations Local Communities
102-42	Identifying and selecting stakeholders	Materiality Assessment
102-43	Approach to stakeholder engagement	In 2020, NI hired outside consultants experienced in conducting materiality assessments to determine which stakeholders to engage with and which questions to ask to gain insight into the most important environmental, social, and economic issues NI faces. The materiality assessment was conducted in two aligned workstreams: stakeholder engagement and impact assessment. Five stakeholder groups were interviewed and surveyed to determine which material aspects were considered priorities, and nearly 50 metrics were assessed to evaluate the potential impact of NI's industry on the material aspects identified using over 30 external and reputable resources. For this assessment, a stakeholder is defined as an individual or entity that can reasonably be expected to affect, or be affected by, NI's activities, products, services, or objectives. A customized process was designed for NI to identify stakeholders, define engagement strategies, identify material aspects, and interpret the results. The results of this assessment were and will continue to be used in NI's future reporting, goal setting, and strategic planning.
102-44	Key topics and concerns raised	Materiality Assessment
102-45	Entities included in the consolidated financial statements	10-K
102-46	Defining report content and topic boundaries	All data being reported is global NI data unless otherwise noted. Most environmental data includes NI's top 14 sites, which represent 93% of all NI employees.
102-47	List of material topics	Materiality Assessment
102-49	Changes in reporting	NI is continuing to report on the information that demonstrates progress toward the company's Corporate Impact goals and commitments, including a set of core metrics for those goals and commitments along with a larger GRI index and Sustainability Accounting Standards Board (SASB) table to provide a wider range of data encompassing the company's environmental, social, and governance performance. In this 2021 report, NI is also including more narrative on key programs, initiatives, and achievements from the past year than was included in the company's 2020 report.
102-5	Ownership and legal form	2022 Proxy Statement
102-50	Reporting period	January 1–December 31, 2021
102-51	Date of most recent report	NI's 2020 Corporate Impact Report and 2020 GRI Index and SASB Table were published in fall 2021.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Steve Roberts, steve.roberts@ni.com

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE			
102-54	Claims of reporting in accordance with the GRI Standards	NI is using selected GRI Standards, or parts of their content, to report specific social, environmental, and governance metrics.			
102-55	GRI content index	GRI Index provided			
102-6	Markets served	10-K			
102-7	Scale of the organization	10-K			
102-8	Information on employees and other workers	GENDER GROUP	FULL-TIME REGULAR	PART-TIME REGULAR	EMPLOYEE HEADCOUNT (TOTAL)
		Female	2,188	29	2,217
		Male	4,623	20.5	4,643.5
		Unknown	43	1	44
		Grand Total	6,854	50.5	6,904.5
		REGION	FULL-TIME REGULAR	PART-TIME REGULAR	EMPLOYEE HEADCOUNT (TOTAL)
		AMER	2,740	15	2,755
		APAC	1,967	1	1,968
EMEA	2,147	35	2,182		
Grand Total	6,854	51	6,905		
102-9	Supply chain	Our global procurement mission is to provide a dynamic, strategically accessible, world-class supply base, creating a sustainable competitive advantage in every aspect of our global business through continual improvement. We engage with ~450 third-party suppliers to supply NI with materials, services, software, and finished goods. The total number of suppliers throughout the supply chain for all of NI is ~5,000. Our total annual spend is roughly \$667M USD across approximately 40 countries with the majority in the United States, Malaysia, Germany, Hungary, Singapore, Ireland, and China.			

Economic Performance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
201-1	Direct economic value generated and distributed	10-K
201-3	Defined benefit plan obligations and other retirement plans	<p>U.S. Benefits</p> <p>Basic Employee Life and Accidental Death & Dismemberment (AD&D) Insurance: NI provides Basic Employee Life and AD&D insurance through The Lincoln Financial Group, with a benefit of two times an employee's annual salary, up to \$500,000. Full-time employees automatically receive Basic Employee Life and AD&D insurance even if they elect to waive other coverage.</p> <p>Additional Employee Life Insurance: Eligible employees may purchase Additional Employee Life Insurance for themselves and their dependents.</p> <p>Retirement Planning-401(k): NI will match 50% of eligible employees' contributions up to the first 8% (4% total) starting the first of the month following their one-year anniversary. The match happens each pay period, and employees are 100% vested. Administrative and record-keeping services for this plan are provided by Schwab Retirement.</p> <p>Medical Benefits: NI offers benefits to full-time employees working 30 hours or more a week to help them maintain their wellbeing through preventive care and access to an extensive network of providers, as well as affordable prescription medication. Medical and prescription coverage is provided by BCBSTX or Kaiser.</p> <p>Health Savings Account (HSA): NI offers HSAs to employees who enroll in the Core or Value HDHP. Contributions to an HSA are tax-free, and withdrawals for qualified medical expenses are tax-free.</p> <p>Flexible Spending Accounts: NI offers the following opportunities for employees to set aside pre-tax payroll deductions to pay for out-of-pocket expenses:</p> <ul style="list-style-type: none"> Health Care Flexible Spending Account: Employees can contribute up to \$2,750 for qualified medical expenses. Limited-Use Flexible Spending Account: This account complements NI's HSA. Employees can contribute up to \$2,750 for reimbursement of eligible dental and vision expenses. Day Care Flexible Spending Account: Employees can set aside up to \$5,000 per household for elder or child day care expenses.

Market Presence

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Hungary: (Female: 131%, Male: 133%) Malaysia: (Female: 136%, Male: 120%)
202-2	Proportion of senior management hired from the local community	Of the three executive hires in 2021, 66% were from the local community.

Indirect Economic Impacts

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
203-1	Infrastructure investments and services supported	10-K

Procurement Practices

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
204-1	Proportion of spending on local suppliers	Approximately one-third of NI's annual procurement budget was spent within the locality of operation (direct and indirect workstreams). NI's definitions of "local" for production purposes include within Malaysia for NI's Penang site and within Hungary for NI's Debrecen site.

Anti-Corruption

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
205-2	Communication and training about anti-corruption policies and procedures	<p>Code of Ethics training is administered annually to all active employees and addresses anti-bribery and anti-corruption. Additionally, a stand-alone training on the ethics of business gifts and entertainment, including the corruption risk associated with gift giving, was assigned to a targeted group of employees with gift-giving privileges and/or approval authority in Q1 2021.</p> <p>NI has an Ethics & Compliance SharePoint page, which contains information on the following:</p> <ul style="list-style-type: none"> ▪ Ethics Hotline website ▪ Ethics Hotline phone numbers by country ▪ Guide to Code and Compliance policies ▪ Ethics & Compliance at NI: Quick Facts ▪ NI's Code of Ethics ▪ Anti-Bribery and Anti-Corruption Policy ▪ Antitrust Policy ▪ Business Gifts and Entertainment Policy ▪ Conflict of Interest Policy ▪ Employee Values and Guidelines ▪ Insider Trading Compliance
205-3	Confirmed incidents of corruption and actions taken	NI had no confirmed incidents of corruption in 2021.

Anti-Competitive Behavior

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	NI had no known legal actions for anti-competitive behavior, anti-trust nor monopoly practices where NI has been identified as a participant in 2021. 10-K

Energy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
302-1	Energy consumption within the organization	42,543,038 kWh (top 14 sites–93% of employees)
302-3	Energy intensity	28,917 kWh/\$1 million revenue
302-4	Reduction of energy consumption	4% increase in electricity use from 2020

Water and Effluents

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
303-1	Interactions with water as a shared resource	<p>NI Austin: The facility receives all potable water from the City of Austin. Every restroom on campus has low-flow toilets and low-flow urinals. There is a plan to start restroom renovations within the next few years. Landscaping irrigation is in small select areas only and served by non-potable water.</p> <p>NI Debrecen: The facility prefers to keep green areas unirrigated, but where irrigation is necessary, the facility uses its own well water rather than public city drinking water. All washrooms have low-flow taps and low-flow toilets installed. The office buildings constructed in 2014 and 2019 are LEED Gold Certified and have low water consumption.</p> <p>NI Penang: NI's Penang facility is LEED Silver Certified, with water conservation features, including low-flow taps and low-flow toilets throughout.</p> <p>NI Aachen: Rainwater from the roof is collected in a rainwater reservoir and used in the community garden.</p>
303-2	Management of water discharge-related impacts	<p>NI Austin: The facility is rewarded monthly utility cost credits by evaporating its chill water systems via cooling towers instead of returning the water to the utility wastewater systems. This reduces the load on utility treatment plants. All stormwater shed from buildings is sent to the utility stormwater underground piping systems. All non-building impervious cover stormwater is diverted to the facility's detention pond via natural slope drainage.</p> <p>NI Debrecen: The facility has no direct wastewater discharge to the environment. NI Hungary (NIH) in Debrecen has an indirect wastewater discharge through the municipal sewer system, and the City of Debrecen's wastewater treatment plant treats NI's wastewater with other wastewater from the city and other nearby villages and towns. NIH has its own limits and a voluntary monitoring test each year to verify and confirm regulatory compliance. Stormwater is collected from the roofs, roads, and parking areas. All water from the roads and parking lot is sedimented and treated with oil trap before discharging to the municipal stormwater system.</p> <p>NI Penang: The facility has an industrial effluent treatment plant and a sewage treatment plant. The final discharge is tested on a weekly basis by a third-party accredited lab and reported monthly to the local authority.</p>
303-5	Water consumption	26,816,128 gallons 18,246 gallons/\$1 million revenue

Biodiversity

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Most of the NI headquarters campus in Austin is still in its natural, unirrigated state except for building footprints, walkways, drives, and parking areas. Additionally, NI's Austin campus is home to several native wildlife species, including deer, foxes, and herons. More than 60% of the campus is in its original, natural state with a healthy functioning ecosystem.
304-2	Significant impacts of activities, products, and services on biodiversity	<p>NI Austin</p> <ul style="list-style-type: none"> Multilevel garages provide most parking at NI, which minimizes the amount of ground covered by impervious materials like asphalt and cement. Developed landscape areas feature native plant materials that require minimal water to thrive, and our campus incorporates critical environmental features, including limestone sinkholes. <p>There are two main manufacturing sites: NI Hungary in Debrecen and NI Penang in Malaysia. We endeavor at both sites to mitigate the direct or indirect impact on biodiversity. Both manufacturing sites implemented and continually maintain the ISO 14001 environmental management system.</p> <p>NI Debrecen</p> <ul style="list-style-type: none"> All air emission points are tested every five years, and the emissions are below the permitted regulatory limits. The site has installed falcon- and hawk-shaped silhouette stickers on windows to help reduce bird deaths from collisions and has placed bird nesting boxes in the site's small forest, which is also home to European hares. The facility is working on consistently reducing energy consumption and sourcing more energy from renewables. <p>NI Penang</p> <ul style="list-style-type: none"> Before each construction project, a permit request was submitted to the authorities. The permits included environmental requirements that have been met. All air emission points are tested annually, and the emissions are below the regulatory limits.
304-3	Habitats protected or restored	NI Debrecen placed bird nesting boxes in the small forest on its property to help birds find nesting places on the NI campus.

Emissions

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
305-1	Direct (Scope 1) GHG emissions	1,261 MTCO ₂ e (metric tons of carbon dioxide equivalent)
305-2	Energy indirect (Scope 2) GHG emissions	15,458 MTCO ₂ e (market-based)
305-3	Other indirect (Scope 3) GHG emissions	20,956 MTCO ₂ e
305-4	GHG emissions intensity	26 MTCO ₂ e/\$1 million revenue
305-5	Reduction of GHG emissions	<p>2020 versus 2021 GHG Emissions (market-based):</p> <ul style="list-style-type: none"> Scope 1: Increase 8% Scope 2: Increase 4% Scope 3: Increase 6% <p>Total Scope 1-3: Increase 5%</p>

Effluents and Waste

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
306-2	Waste by type and disposal method	<p>67% diversion rate (at all NI-owned sites)</p> <p>NI Austin</p> <ul style="list-style-type: none"> ▪ Recycling and Compost: 124 tons ▪ Landfill: 162 tons ▪ Diversion Rate: 45% <p>NI Debrecen</p> <ul style="list-style-type: none"> ▪ Recycling and Compost: 238 tons ▪ Landfill: 61 tons ▪ Diversion Rate: 78% <p>NI Penang</p> <ul style="list-style-type: none"> ▪ Recycling and Compost: 237 tons ▪ Landfill: 66 tons ▪ Diversion Rate: 78% <p>NI U.K.</p> <ul style="list-style-type: none"> ▪ Recycling and Compost: 0.75 tons ▪ Landfill: 2 tons ▪ Diversion Rate: 32% <p>NI Aachen (estimated from 2020 data because 2021 data is not available)</p> <ul style="list-style-type: none"> ▪ Recycling and Compost: 5 tons ▪ Landfill: 0.3 tons ▪ Diversion Rate: 95%
306-3	Significant spills	NI had no significant spills in 2021.
306-4	Transport of hazardous waste	NI doesn't transport hazardous waste internationally and doesn't treat hazardous waste on its properties. NI uses certified vendors for transporting and handling hazardous waste.

Environmental Compliance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
307-1	Noncompliance with environmental laws and regulations	NI had no significant fines related to noncompliance with environmental laws.

Employment

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE		
401-1	New employee hires and employee turnover	Total number and rate of new employee hires during the reporting period, by age group, gender, and region:		
		GENDER GROUP	HIRE RATE	HIRE HEADCOUNT
		Female	16.70%	369
		Male	13.89%	651.5
		REGION	HIRE HEADCOUNT	
		AMER	455.5	
		APAC	367	
		EMEA	244.5	
		Grand Total	1,067	
		AGE GROUP	HIRE RATE	HIRE HEADCOUNT
		20-29	27%	435
		30-39	12.5%	354
		40-49	8%	138
	50-59	12%	75.5	
60+	20%	33		
401-1	New employee hires and employee turnover (continued)	Total number and rate of employee turnover during the reporting period, by age group, gender, and region:		
		AGE GROUP	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT
		20-29	20%	322.5
		30-39	13%	372.5
		40-49	8%	136
		50-59	8%	49.5
		60+	14%	23
		GENDER GROUP	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT
		Female	13%	280
		Male	13%	625
		REGION	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT
		AMER	14%	386
		APAC	14.5%	290
	EMEA	11%	232	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	NI Careers		

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
401-3	Parental leave	<p>The Paid Family Leave benefit provides six weeks of paid time off for the addition of a new child (birth, adoption, or foster) or to help care for an immediate family member (spouse, child, or parent) who has a serious medical condition as defined by the Family Medical Leave Act. The Paid Family Leave benefit will be 100% salary continuation of eligible earnings up to six weeks after the five-day waiting period has been met.</p> <p>Employees are eligible upon hire (no waiting period). To be eligible for the Paid Family Leave benefit, an employee must be a regular full-time employee working 30 hours or more per week.</p>

Occupational Health and Safety

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
403-1	Occupational health and safety management system	NI's two main manufacturing sites (NI Debrecen and NI Penang) have implemented occupational health and safety management systems because of legal requirements, although the systems are not third-party certified. Most branches have a system in place to follow occupational health and safety regulatory requirements.
403-10	Work-related ill health	<p>NI Austin: 0</p> <p>NI Debrecen: 0</p> <p>NI Penang: 2 (ergonomics cases)</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Risk assessments are carried out by internal or external environment, health, and safety (EHS) experts. All assessments are reviewed, and corrective actions are defined to fix issues.</p> <p>Employees report hazards to their direct managers or the local EHS team. The company culture and the law ensure that employees are protected against reprisals. At some sites, EHS software is available for incident reporting and investigation.</p>
403-3	Occupational health services	<p>NI's two main manufacturing sites (NI Hungary and NI Penang) provide occupational health services for employees. This entails a job aptitude test and annual examination in NIH. NI Penang performs medical examinations based on the recommendations from an occupational health doctor. Furthermore, an examination is performed whenever it is deemed necessary.</p> <p>The EHS teams hold recurring meetings with service providers to ensure quality. Employees can access the services online and through in-person appointment booking.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	NI Penang has an EHS committee with employer and employee representatives that meets quarterly. NI Debrecen does not have an EHS committee, but it has developed a process to create one, with employees voting for members. Other branches' status regarding EHS committees is unknown.
403-5	Worker training on occupational health and safety	Annual EHS training, which includes important information regarding workplace health and safety, is provided for all employees at the main manufacturing sites. Additionally, health and safety documents are readily available for employees to review and are also directly shared with those affected by the programs/policies. As for specific training, the company follows regulatory requirements and, based on that information, develops job-specific trainings on topics such as respirator training, electrical safety, and so forth.

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
403-6	Promotion of worker health	<p>NI has an on-site medical clinic in Austin, which is not an occupational health clinic. All NI employees have access to this clinic. Non-employees do not have access, except for requiring first aid until they can be referred to other health providers.</p> <p>The health clinic provides primary care services, first aid, illness assessment, and referral to specialists. These services are promoted to employees through SharePoint, presentations, and other communications.</p> <p>In October 2020, NI launched its NI Thrive program (in the U.S. only), with a mission to promote five pillars of wellbeing: emotional, physical, financial, community, and purpose. The program provides resources and tools to help NI employees become thriving, happier, and healthier in all areas of their lives.</p> <p>2021 Data (US population—the global platform was not launched until late 2021)</p> <ul style="list-style-type: none"> ▪ NI Thrive Enrollment: 37% ▪ NI Thrive Engagement: 55% ▪ Wellness challenge participation: 16% average participation/367 participants ▪ Virtual presentations total participation: 1,271/# virtual sessions: 10 ▪ Mindfulness and meditation participation: 174 participants/17 sessions ▪ Online health assessments completed: 781 <p>Some global NI locations have localized programs related to wellbeing:</p> <ul style="list-style-type: none"> ▪ On-site fitness center ▪ On-site health center ▪ Mental health programs in addition to the Employee Assistance Program (mental health seminars/information sessions) ▪ Influenza and COVID-19 vaccines (where available) ▪ Financial seminars and information sessions
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contracted partners are informed about internal safety requirements at most sites. At NI Penang, in-house service providers must follow training requirements like those NI employees follow. Ad hoc contractors (renovation, construction, servicing) are required to attend contractor orientation before they are allowed to work on-site.
403-8	Workers covered by an occupational health and safety management system	<p>NI Debrecen: 100% of employees are covered by NI's occupational health and safety management system, which is audited on a yearly basis.</p> <p>NI Penang: 100% of employees are covered by NI's occupational health and safety management system, which has not yet been audited.</p>
403-9	Work-related injuries	<p>NI Austin: 2</p> <p>NI Debrecen: 5</p> <p>NI Penang: 1</p>

Training and Education

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
404-1	Average hours of training per year per employee	12.5 hours per full-time employee

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Self-Leader Program: This 12-month course helps IC2- and IC3-level employees develop successful leadership skills, equipping them with the tools to improve their personal impact, increase their influence, build their capabilities, and take control of their careers. Topics include:</p> <ul style="list-style-type: none"> ▪ Understanding Self-Leadership and Setting Yourself Up for Success ▪ Achieving Business Results ▪ Customer Centricity/Delivering Customer Results ▪ Developing Self and Others ▪ Driving Personal and Team Success <p>LEAD for Managers Program: The main objective of this two-year program is to help managers develop the skills and capabilities needed to become effective leaders and progress in their careers at NI.</p> <p>Learning objectives include:</p> <ul style="list-style-type: none"> ▪ Setting up new managers for success in their role ▪ Equipping managers with the skills and competencies needed in their role ▪ Developing engaged and effective first-line managers <p>LEAD for ICs: This 1.5-year blended learning journey is for employees in roles for which they accomplish work by influencing rather than managing direct reports. Participants learn to better coach, mentor, or lead cross-functional teams by:</p> <ul style="list-style-type: none"> ▪ Understanding the personal needs inherent in interactions as well as effective methods for conducting one-to-one or one-to-many discussions ▪ Applying learning from the course through interactive skill practices ▪ Completing personal planners for their continued success <p>Advanced Business Leadership Experience (ABLE): This six-month program is designed to reduce the time to proficiency for new directors and ensure that they have the skills, perspective, and insights to be successful.</p> <p>Learning objectives for directors include:</p> <ul style="list-style-type: none"> ▪ Discovering their leadership strengths, developing their potential to lead, and building the confidence to succeed in strategic positions ▪ Understanding NI's business strategy and their role in its execution ▪ Becoming custodians of the NI culture and role models for diversity, equity, inclusion, and belonging (DEIB) <p>Executive Coaching Solutions: NI offers six-month virtual coaching packages from two different providers, with enrollment twice a year. We also offer traditional one-on-one executive coaching with 26 one-hour sessions over six months.</p> <p>Executive Assessments: These assessments, which aim to upgrade employees' skills, are not part of an executive program but will be included in the future. There are two types of assessments:</p> <ul style="list-style-type: none"> ▪ Executive, Leader Ready, Manager Ready, LRA—all readiness assessments - Leadership Mirror 360-perception assessment <p>LinkedIn Learning: This on-demand, global learning platform is designed to help employees acquire skills for their personal development and support NI's success. These high-quality, interactive courses are taught by real-world instructional experts.</p> <p>Pluralsight: Pluralsight offers over 7,000 unique video courses, labs, and projects focused on technology skills learning. The platform enables employees to measure their proficiencies and identify skill gaps and provides learning paths to cultivate subject area mastery across individuals and teams.</p> <p>Learnship: This business English language and cultural communications training is delivered by virtual classroom learning via highly qualified trainers and engaging e-learning modules. This helps employees develop the skills they need to acquire in an intercultural environment.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	98.5%

Diversity and Equal Opportunity

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE			
405-1	Diversity of governance bodies and employees	<p>Board</p> <ul style="list-style-type: none"> ▪ 25% Women ▪ 13% Minority/Underrepresented <p>Employees</p> <ul style="list-style-type: none"> ▪ 32% Women ▪ 27% People of Color (U.S.) 			
405-2	Ratio of basic salary and remuneration of women to men	CATEGORY	HUNGARY	MALAYSIA	U.S.
		VP and above	N/A	N/A	97%
		Director	N/A	N/A	96%
		Manager	91%	97%	96%
		Professional IC	96%	97%	101%
		Support	103%	102%	101%
		Technician	99%	91%	105%

Nondiscrimination

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
406-1	Incidents of discrimination and corrective actions taken	NI had no confirmed incidents of discrimination in 2021.

Child Labor

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
408-1	Operations and suppliers at significant risk for incidents of child labor	A finished goods supplier is considered a high-risk supplier if it is in a high-risk region where the value-added portion of the costs is the significant portion of the overall cost. Any finished goods supplier located in higher risk regions of the world such as Africa, Asia, and South America warrants further review. NI communicates with our suppliers about our expectations in several ways: through the NI Supplier Handbook, the NI Procurement Terms and Conditions, and the NI Supplier Code of Conduct. NI expects our suppliers to comply with the Responsible Business Alliance (RBA) Code of Conduct's standards regarding the fair treatment of workers and the prevention of child labor, forced labor, slavery, and human trafficking.

Forced or Compulsory Labor

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
499-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	A finished goods supplier is considered a high-risk supplier if it is located in a high-risk region where the value-added portion of the costs is the significant portion of the overall cost. Any finished goods supplier located in higher risk regions of the world such as Africa, Asia, and South America warrants further review. NI communicates with our suppliers about our expectations in several ways: through the NI Supplier Handbook, the NI Procurement Terms and Conditions, and the NI Supplier Code of Conduct. NI expects our suppliers to comply with the Responsible Business Alliance (RBA) Code of Conduct's standards regarding the fair treatment of workers and the prevention of child, forced labor, slavery, and human trafficking.

Local Communities

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
413-1	Operations with local community engagement, impact assessments, and development programs	NI Hungary was awarded and recognized by the City of Debrecen for its environmentally conscious approach to developing the built and natural environment in 2021.
413-2	Operations with significant actual and potential negative impacts on local communities	The NI sites don't have significant impacts on local communities and there are no identified potential significant negative impacts on local communities.

Public Policy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
415-1	Political contributions	None

Marketing and Labeling

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
417-1	Requirements for product and service information and labeling	<p>NI's mechanical engineers handle product labeling. The department uses a process and checklist for labeling, along with the Product Marking Guide, which is developed with input from the Compliance team.</p> <p>NI products can be broken down into two categories: products and components. For components, NI follows various labeling specifications that define how suppliers should label each component. NI follows the hardware product marking specification, which is owned by the Compliance team.</p> <p>Both specification types include information like Waste Electrical and Electronic Equipment (WEEE) requirements, which are related to recycling. In addition to the modular product label that is added per the hardware product marking spec, NI provides information including model name/description, input range, symbol 14, and anything else required for specific products.</p> <p>NI tech writers own other informational content including the SERI documents that are created and included with the shipping kits.</p>
417-2	Incidents of noncompliance concerning product and service information and labeling	NI did not have any labeling-related nonconformances observed by an external entity, registrar, or customer in 2021.
417-3	Incidents of noncompliance concerning marketing communications	NI did not have any marketing communications-related noncompliance incidents in 2021.

Customer Privacy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	NI did not have any substantiated complaints concerning breaches or loss of customer personal data in 2021.

Socioeconomic Compliance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2021 RESPONSE
419-1	Noncompliance with laws and regulations in the social and economic area	10-K