

# 2021 NI Sustainability Accounting Standards Board (SASB) Table

This 2021 SASB Table and report supplement our [2021 Corporate Impact Report](#).

## Product Security

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	N/A	TC-HW-230a.1	<a href="#">NI Security</a>

## Employee Diversity and Inclusion

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	TC-HW-330a.1	<p><b>Management (M2+)</b></p> <ul style="list-style-type: none"> <li>▪ Female (globally): 30%</li> <li>▪ People of Color (U.S.): 23%</li> </ul> <p><b>Technical Staff</b></p> <ul style="list-style-type: none"> <li>▪ Female (globally): 14%</li> <li>▪ People of Color (U.S.): 26.5%</li> </ul> <p><b>All Employees</b></p> <ul style="list-style-type: none"> <li>▪ Female (globally): 32%</li> <li>▪ People of Color (U.S.): 27%</li> </ul>

## Product Lifecycle Management

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-HW-410a.1	NI is an electronics and electrical equipment manufacturer, so most of our products may contain one or more IEC 62474 declarable substances. NI complies with all applicable regulations, such as the European Union (EU) directive on the Restriction of the Use of Certain Hazardous Substances (RoHS) and the Regulation (EC) No 1907/2006 on the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH). We continually monitor all regulatory updates to ensure compliance.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative	Percentage (%)	TC-HW-410a.2	NI products do not fall into EPEAT scope.
Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Quantitative	Percentage (%)	TC-HW-410a.3	NI products do not fall into ENERGY STAR scope.
Weight of end-of-life products and e-waste recovered, percentage recycled	Quantitative	Metric Tons (t), Percentage (%)	TC-HW-410a.4	<p>Waste Electrical and Electronic Equipment (WEEE) take-back was 8 metric tons in 2021. NI complies with EU WEEE regulations, and the amount of equipment take-back correlates with the sales into these countries.</p> <p>NI offers free product take-back to all customers. Instructions for many countries can be found at <a href="#">Product Take-Back Program and Recycling</a>.</p> <p>If the country is not listed, customers can email <a href="mailto:recycling@ni.com">recycling@ni.com</a> for assistance.</p>

## Supply Chain Management

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantitative	Percentage (%)	TC-HW-430a.1	59% of Production Spend 25% of Total Spend
Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	Rate	TC-HW-430a.2	~0.9%; four supplier faults out of 431 production suppliers for 2021

# Materials Sourcing

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	<p><b>Managing Critical Substances</b></p> <p>NI policy and position/ obligations are outlined here: <a href="#">Managing Critical Substances</a>.</p> <p><b>Conflict Minerals</b></p> <p>NI annually surveys &gt;95% (by spend) of suppliers through a third-party consulting firm, Crowe LLC. Surveys are compiled into a public conflict minerals reporting template (CMRT) and include information on the source of the minerals tantalum, tin, gold, and tungsten as well as smelters in the NI supply chain. NI files its Conflict Minerals Report annually with the US Securities and Exchange Commission: <a href="#">NI Conflict Minerals Report</a>.</p> <p><b>Industry Activity</b></p> <p>The Responsible Minerals Initiative (RMI) lists cobalt and mica as substances of concern, although they are not currently regulated. NI currently monitors our possible use of these minerals as well as the EU conflict minerals regulation for possible expanded scope. The industry is advocating for more responsible sourcing, with some companies tracking cobalt, mica, and graphite and some tracking tin and tungsten beyond just the Democratic Republic of Congo and surrounding countries as defined in the Dodd-Frank Act. See the <a href="#">NI Conflict Minerals Policy Statement</a>.</p> <p><b>RoHS Risk Assessment</b></p> <p>In 2020, NI began a RoHS risk assessment for NI products based on their Bill of Materials (BOM) contents and suppliers used. As a continuation, new suppliers are assessed using the following three criteria:</p> <ul style="list-style-type: none"> <li>■ Supplier declarations and/or contractual agreements</li> <li>■ Material declarations</li> <li>■ Analytical test results</li> </ul>

## Activity Metric

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2021 RESPONSE
Number of units produced by product category	Quantitative	Number	TC-HW-000.A	<b>NI 2021 Production Data</b>
Area of manufacturing facilities	Quantitative	Square feet	TC-HW-000.B	<b>Debrecen:</b> 121,794 sq ft (includes manufacturing and warehouses only) <b>Penang:</b> 103,085 sq ft (includes manufacturing and warehouses only)
Percentage of production from owned facilities	Quantitative	Square feet	TC-HW-000.C	99.8% of NI products were manufactured in NI-owned facilities (Debrecen, Hungary, and Penang, Malaysia). 0.2% of products were manufactured at NI's leased site in Santa Clara, CA.