

2019

NI Environmental, Social, and Governance Metrics Report

Giving, Diversity, and Environment

We are committed to building an inclusive culture at NI, and leveraging our diversity and creativity to make a positive impact on society and the planet. We are also committed to transparently reporting our progress to our stakeholders.

This 2019 data on our corporate giving, diversity, and environmental impact will serve as a baseline for our future corporate impact strategy and goals.

Giving

We invest in our local communities by making cash donations to nonprofit partners, with an emphasis on expanding access to hands-on STEM education and advancing equity and economic opportunity. We also invest in innovation by donating NI products to nonprofits and educators. Additionally, employees generously donate their time, talent, and money to the nonprofits of their choice. In 2019, we sold a building and the proceeds were invested into a Corporate Advised Fund for future charitable giving.

	FY19
Charitable Contributions	\$1,335,022
Contribution to Corporate Advised Fund	\$7,000,000
Products Donated (retail value) ¹	\$1,155,429
Employee Volunteer Hours ²	U.S.: 6,029 hours Costa Rica: 1,240 hours

¹ Data includes NI's direct donations to nonprofits globally plus company match of employee donations in the U.S.

² Data is limited because we did not incentivize employees to track their volunteer hours. In 2020, we rolled out a tracking tool for all global employees.

Diversity

Our corporate impact strategy for 2021 and beyond will focus on significantly increasing the gender and racial diversity of our workforce. Our 2019 demographics data will serve as a baseline for measuring improvement. We only report racial diversity data for U.S. employees due to legal constraints on data collection in many other countries.

Global Workforce

	MALE	FEMALE	NOT DISCLOSED
Global Workforce	67.69%	32.30%	0.01%

	MALE	FEMALE	NOT DISCLOSED
Global Workforce in People Management Positions	69.54%	30.37%	0.09%

U.S. Workforce

	MALE	FEMALE
U.S. Workforce	74.10%	25.90%

	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE AMERICAN OR ALASKA NATIVE	NATIVE HAWAIIAN OR PACIFIC ISLANDER	NOT DISCLOSED	TWO OR MORE RACES	WHITE
U.S. Workforce	13.8%	1.6%	10.1%	0.2%	0.1%	3.1%	1.3%	69.8%

	MALE	FEMALE
U.S. Workforce in People Management Positions	71.20%	28.80%

	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE AMERICAN OR ALASKA NATIVE	NATIVE HAWAIIAN OR PACIFIC ISLANDER	NOT DISCLOSED	TWO OR MORE RACES	WHITE
U.S. Workforce in People Management Positions	11.6%	1.4%	8.5%	0.0%	0.2%	1.2%	0.8%	76.2%

Environment

We are committed to minimizing our environmental impact on a global scale. This commitment includes optimizing complete product lifecycles and conserving resources in all our facilities.

With the exception of the waste diversion data as noted, all data below was collected from 14 NI sites in 10 countries. These include all NI-owned sites and our largest leased sites, which together represent approximately 78% of NI employees globally.

Global Overview

GLOBAL	PERFORMANCE	UNITS	PER \$1 MILLION REVENUE
Water Use	152,959	m ³	113
Energy Use	47,788,548	kWh	35,399
Scope 1 Emissions	1,226	tCO ₂ e	0.91
Scope 2 Emissions (Market-based)	16,034	tCO ₂ e	11.88
Waste Generated	3,479	metric tons	2.58
Waste Diversion	44%	landfill avoidance	n/a

Water

LOCATION	TOTAL WATER USE (M ³)	INTENSITY—M ³ /EMPLOYEE	INTENSITY—M ³ /SQ FT
Austin	55,018	25.01	0.07
Santa Clara	668	7.68	0.01
Debrecen	23,488	15.66	0.09
Penang	57,425	91.15	0.18
Shanghai	3,971	9.23	0.04
Costa Rica	1,215	3.22	0.03
India	3,808	11.20	0.12
Aachen	346	6.29	0.03
Munich	957	5.98	0.02
Newbury	4,212	42.12	0.15
Taipei International Building	651	9.30	0.02
Einstein Office Building	186	9.30	0.05
Dao Teng International Business Center	47	9.30	0.11
Nomura Real Estate Dev	967	9.30	0.05
Total	152,959		
Average		25.17	0.09

Waste (Data Available for 6 of Top 10 Sites)

LOCATIONS	# EMPLOYEES	REUSE (KG)	RECYCLING (KG)	COMPOST (KG)	TREATMENT (KG)	PYROLYSIS (KG)	INCINERATION (KG)	LANDFILL (KG)	DIVERSION RATE (COMPOST, RECYCLING, REUSE, PYROLYSIS)
Austin	2,200.00	158.76	1,035,755.18	79,953.60	-	-	-	1,651,076.23	40%
Debrecen	1,500.00	889.00	176,410.00	38,360.00	53,980.00	6,026.00	-	104,840.00	58%
Penang	630.00	119.72	178,631.45	15,070.00	1,468.07	-	33,453.66	81,740.00	62%
Newbury	100.00	900.00	-	1,009.00	-	-	-	9,580.00	17%
Aachen	55.00	-	7,550.00	-	-	-	-	1,850.00	80%
India	340.00	-	352.00	-	-	-	-	240.00	59%
Total	4,825.00	2,067.48	1,398,698.63	134,392.60	55,448.07	6,026.00	33,453.66	1,849,326.23	44%

GHG Emissions (Scope 1 and 2)³

	EMISSIONS BY LOCATION		
	TONS CO ₂ EQUIVALENT (tCO ₂ e)		
	SCOPE 1	SCOPE 2 (MARKET-BASED)	TOTAL
Austin	474.6	7160.5	7635.1
Santa Clara	3.9	201.8	205.7
Debrecen	680.9	1813.7	2494.6
Penang	29.0	5767.4	5796.4
Shanghai	0.0	32.4	32.4
Costa Rica	0.0	0.9	0.9
Bangalore	0.0	166.3	166.3
Aachen	37.8	70.9	108.7
Munich	0.0	69.4	69.4
Newbury	0.0	98.4	98.4
Tokyo	0.0	205.7	205.7
Taiwan	0.0	223.3	223.3
Total	1,226	16,034	17,260
Total per \$M Sales	0.91	11.88	12.79

³ Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.

GHG Emissions (Scope 3)⁴

SOURCE	TOTAL tCO ₂ e	tCO ₂ e/\$1 MILLION REVENUE
Employee Commuting	12,750	9.44
Business Travel	21,438	15.88
Packaging	356	0.26
Waste Generated in Operations	1,491	1.1
Downstream Distribution	6,598	4.89

⁴ Scope 3 emissions are defined as a wide-ranging span of all indirect emissions occurring in a company's value chain.