

2020

NI Global Reporting Initiative (GRI) Index

This 2020 GRI index and report uses selected GRI standards, or parts of their content, to report specific social, environmental, and governance metrics. This supplements our [2020 Corporate Impact Report](#).

General Disclosures

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
102-1	Name of the organization	NI
102-10	Significant changes to the organization and its supply chain	In 2020, NI announced it officially closed the acquisition of OptimalPlus, a global leader in data analytics software for the semiconductor, automotive, and electronics industries.
102-11	Precautionary principle or approach	Environmental Compliance Plan
102-13	Membership of associations	<ul style="list-style-type: none">■ Association for Standardization of Automation and Measuring Systems (ASAM)■ Automotive Serial Alliance (ASA)■ American Chamber of Commerce (AmCham) Affiliates■ Austin Chamber of Commerce■ Bluetooth Special Interest Group (SIG)■ Center for Automotive Research■ FiRa (Fine Range) Consortium■ Global Semiconductor Alliance■ International Council on Systems Engineering (INCOSE)■ International Test Conference■ IEEE SA■ International Test and Evaluation Association (ITEA)■ The International Wireless Industry Consortium (IWPC)■ Malaysian Semiconductor Industry Association (MSIA)■ MIPI Alliance■ National Defense Industrial Association■ NextG Alliance■ NFC Forum■ OmniAir Consortium■ OpenRF

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
	Membership of associations (continued)	<ul style="list-style-type: none"> ■ PXI Systems Alliance ■ SEMI ■ Semiconductor Industry Association ■ Semiconductors in America Coalition ■ STEM Education Coalition ■ TechNet ■ VDT Alliance ■ Wi-Fi Alliance ■ Wireless Communication Alliance ■ 3GPP ■ 5G Lab
102-14	Statement from senior decision-maker	2020 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 standalone 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"> ■ EthicsPoint “Hotline” website ■ EthicsPoint “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"> ■ EthicsPoint “Hotline” website ■ EthicsPoint “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	Proxy Statement
102-2	Activities, brands, products, and services	10-K

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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 and Inclusion (“DEI”) 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, director of diversity, equity, and inclusion, leads DEI.</p> <p>2020 Corporate Impact Report—Letter from 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 the third quarter of 2020 included requesting calls with our top 20 institutional stockholders. The discussions that were held with those who accepted our invitation were directed primarily toward (i) our growth strategy with a focus on software, system-level product offerings, services, and streamlining the process of doing business with NI; (ii) support of our employees during the COVID-19 pandemic; (iii) elevation of diversity initiatives; (iv) disclosure of diversity metrics; and (v) our Corporate Impact Strategy.</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 facing NI and its industry. 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	Proxy Statement
102-23	Chair of the highest governance body	Proxy Statement
102-24	Nominating and selecting the highest governance body	Proxy Statement
102-25	Conflicts of interest	NI has a Conflict of Interest Policy and Conflict of Interest Disclosure Form, which is shared with employees on NI’s Ethics & Compliance SharePoint page. NI’s Conflict of Interest Policy was updated July 19, 2021.
102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy Statement
102-29	Highest governing body identifying and managing economic, environmental, and social impacts	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	Proxy Statement
102-38	Annual total compensation ratio	Proxy Statement

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
102-39	Percentage increase in annual total compensation ratio	Proxy Statement
102-4	Location of operations	Proxy Statement
102-40	List of stakeholder groups	Customers Employees Suppliers Shareholders 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 as well as which questions needed to be asked to gain insight into the most important environmental, social, and economic issues facing NI. 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 more than 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 77% of all NI employees.
102-47	List of material topics	Materiality Assessment
102-49	Changes in reporting	NI has included additional metrics and reporting frameworks since last reporting on corporate impact metrics in 2019. New metrics have been included to disclose performance against NI's 15 corporate impact goals, which were published in NI's Corporate Impact Strategy in February 2021. In addition to these impact goal metrics, NI is also reporting on SASB disclosures for the first time.
102-5	Ownership and legal form	Proxy Statement
102-50	Reporting period	January 1-December 31, 2020
102-51	Date of most recent report	NI's 2019 ESG Metrics Report and 2019 GRI Index were published in the fall of 2020.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Tabitha Upshaw: tabitha.upshaw@ni.com

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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	<table border="1"> <thead> <tr> <th>GENDER GROUP</th> <th>FULL-TIME REGULAR</th> <th>PART-TIME REGULAR</th> <th>EMPLOYEE HEADCOUNT (TOTAL)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>2,193</td> <td>34</td> <td>2,227</td> </tr> <tr> <td>Male</td> <td>4,781</td> <td>20</td> <td>4,801</td> </tr> <tr> <td>Unknown</td> <td>10</td> <td>0</td> <td>10</td> </tr> <tr> <td>Grand Total</td> <td>6,984</td> <td>53</td> <td>7,037</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>REGION</th> <th>FULL-TIME REGULAR</th> <th>PART-TIME REGULAR</th> <th>EMPLOYEE HEADCOUNT (TOTAL)</th> </tr> </thead> <tbody> <tr> <td>AMER</td> <td>2,774</td> <td>17</td> <td>2,791</td> </tr> <tr> <td>APAC</td> <td>2,055</td> <td>1</td> <td>2,056</td> </tr> <tr> <td>EMEA</td> <td>2,155</td> <td>36</td> <td>2,191</td> </tr> <tr> <td>Grand Total</td> <td>6,984</td> <td>53</td> <td>7,037</td> </tr> </tbody> </table>				GENDER GROUP	FULL-TIME REGULAR	PART-TIME REGULAR	EMPLOYEE HEADCOUNT (TOTAL)	Female	2,193	34	2,227	Male	4,781	20	4,801	Unknown	10	0	10	Grand Total	6,984	53	7,037	REGION	FULL-TIME REGULAR	PART-TIME REGULAR	EMPLOYEE HEADCOUNT (TOTAL)	AMER	2,774	17	2,791	APAC	2,055	1	2,056	EMEA	2,155	36	2,191	Grand Total	6,984	53	7,037
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102-9	Supply chain	<p>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 continuous improvement. We engage with ~500 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 approximately 6,000. Our total annual spend is roughly \$550M USD across approximately 38 countries with 90% coming from the United States, Malaysia, Germany, Hungary, Singapore, Ireland, and China.</p>																																											

Economic Performance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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 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 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	2020 RESPONSE
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Hungary: (Female: 120%, Male: 119%) Malaysia: (Female: 122%, Male: 113%)
202-2	Proportion of senior management hired from the local community	No VP+ hired in 2020

Indirect Economic Impacts

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
203-1	Infrastructure investments and services supported	10-K

Procurement Practices

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
204-1	Proportion of spending on local suppliers	Approximately 30% of NI's annual procurement budget was spent within 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	2020 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 standalone 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"> ■ EthicsPoint "Hotline" website ■ EthicsPoint "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 2020.

Anti-competitive Behavior

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K

Energy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
302-1	Energy consumption within the organization	40,929,131 kWh (top 14 sites—77% of employees)
302-3	Energy intensity	31,802 kWh/\$1 million revenue
302-4	Reduction of energy consumption	14% decrease in kWh electricity from 2019

Water and Effluents

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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 four 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 cistern 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) has an indirect wastewater discharge through the municipal sewer system, and the City of Debrecen's wastewater treatment plant treats NI's wastewater together 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	40,285,782 gallons 31,302 gallons/\$1 million revenue

Biodiversity

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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 a certified National Wildlife Federation wildlife habitat and is home to several native wildlife species, including deer, foxes, herons, and different birds. 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 requiring minimal water to thrive, and our campus incorporates critical environmental features, including limestone sinkholes. ■ 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 continuously maintain the ISO 14001 environmental management system. <p>NI Debrecen:</p> <ul style="list-style-type: none"> ■ Before each construction, a permit request was submitted to the authorities. The permits had environmental sections that have been followed. ■ 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, a permit request was submitted to the authorities. The permits had environmental sections that have been followed. ■ All air emission points are tested annually, and the emissions are below the regulatory limits.
304-3	Habitats protected or restored	NI Debrecen donated 100 trees to the City of Debrecen to increase the city's forest area.

Emissions

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
305-1	Direct (Scope 1) GHG emissions	1,166 MTCO ₂ e (metric tons of carbon dioxide equivalent)
305-2	Energy indirect (Scope 2) GHG emissions	14,896 MTCO ₂ e (market-based)
305-3	Other indirect (Scope 3) GHG emissions	19,708 MTCO ₂ e
305-4	GHG emissions intensity	28 MTCO ₂ e/\$1 million revenue
305-5	Reduction of GHG emissions	2019 versus 2020 GHG Emissions (market-based): <ul style="list-style-type: none"> ■ Scope 1: Decrease 5% ■ Scope 2: Decrease 7% ■ Scope 3: Decrease 54% Total Scope 1-3: Decrease 40%

Effluents and Waste

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
306-2	Waste by type and disposal method	73% diversion rate (at all NI-owned sites) NI Austin <ul style="list-style-type: none"> ■ Recycling and Compost: 199 tons ■ Landfill: 65 tons ■ Diversion Rate: 75% NI Debrecen <ul style="list-style-type: none"> ■ Recycling and Compost: 214 tons ■ Landfill: 73 tons ■ Diversion Rate: 74.5% NI Penang <ul style="list-style-type: none"> ■ Recycling and Compost: 198 tons ■ Landfill: 82 tons ■ Diversion Rate: 71% NI U.K. <ul style="list-style-type: none"> ■ Recycling and Compost: 3 tons ■ Landfill: 6.5 tons ■ Diversion Rate: 31% NI Aachen <ul style="list-style-type: none"> ■ Recycling and Compost: 5 tons ■ Landfill: 0.3 tons ■ Diversion Rate: 95%
306-3	Significant spills	No significant spills at NI in 2020
306-4	Transport of hazardous waste	NI does not transport hazardous waste internationally and does not treat hazardous waste on its properties. NI uses certified vendors for transporting and handling hazardous waste.

Environmental Compliance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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	2020 RESPONSE																																																							
401-1	New employee hires and employee turnover	<p>Total number and rate of new employee hires during the reporting period, by age group, gender, and region</p> <table border="1"> <thead> <tr> <th>GENDER GROUP</th> <th>HIRE RATE</th> <th>HIRE HEADCOUNT</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>8%</td> <td>190</td> </tr> <tr> <td>Male</td> <td>11%</td> <td>546</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>REGION</th> <th>HIRE HEADCOUNT</th> </tr> </thead> <tbody> <tr> <td>AMER</td> <td>239</td> </tr> <tr> <td>APAC</td> <td>231</td> </tr> <tr> <td>EMEA</td> <td>278</td> </tr> <tr> <td>Grand Total</td> <td>748</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>AGE GROUP</th> <th>HIRE RATE</th> <th>HIRE HEADCOUNT</th> </tr> </thead> <tbody> <tr> <td>20-29</td> <td>15%</td> <td>278</td> </tr> <tr> <td>30-39</td> <td>8%</td> <td>231</td> </tr> <tr> <td>40-49</td> <td>10%</td> <td>155</td> </tr> <tr> <td>50-59</td> <td>11%</td> <td>64</td> </tr> <tr> <td>60+</td> <td>12%</td> <td>17</td> </tr> </tbody> </table> <p>Total number and rate of employee turnover during the reporting period, by age group, gender, and region</p> <table border="1"> <thead> <tr> <th>AGE GROUP</th> <th>VOLUNTARY HEADCOUNT TURNOVER</th> <th>VOLUNTARY TERMINATION HEADCOUNT</th> </tr> </thead> <tbody> <tr> <td>20-29</td> <td>11%</td> <td>212</td> </tr> <tr> <td>30-39</td> <td>6%</td> <td>184</td> </tr> <tr> <td>40-49</td> <td>5%</td> <td>73</td> </tr> <tr> <td>50-59</td> <td>3%</td> <td>20</td> </tr> <tr> <td>60+</td> <td>7%</td> <td>11</td> </tr> </tbody> </table>	GENDER GROUP	HIRE RATE	HIRE HEADCOUNT	Female	8%	190	Male	11%	546	REGION	HIRE HEADCOUNT	AMER	239	APAC	231	EMEA	278	Grand Total	748	AGE GROUP	HIRE RATE	HIRE HEADCOUNT	20-29	15%	278	30-39	8%	231	40-49	10%	155	50-59	11%	64	60+	12%	17	AGE GROUP	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT	20-29	11%	212	30-39	6%	184	40-49	5%	73	50-59	3%	20	60+	7%	11
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	New employee hires and employee turnover (continued)	GENDER GROUP	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT
		Female	6%	142
		Male	7%	355
		REGION	VOLUNTARY HEADCOUNT TURNOVER	VOLUNTARY TERMINATION HEADCOUNT
		AMER	7%	200
		APAC	8%	172
		APAC	6%	129
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	NI Careers		
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	2020 RESPONSE
403-1	Occupational health and safety management system	NI's two main manufacturing sites (NI Debrecen and NI Penang) have occupational health and safety management systems implemented because of legal requirements, although not third-party certified. Most branches have a system in place to follow the occupational health and safety regulatory requirements.
403-10	Work-related ill health	NI Austin: 0 NI Debrecen: 0 NI Penang: 0
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>

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE																		
403-3	Occupational health services	<p>NI's two main manufacturing sites (NI Debrecen and NI Penang) have occupational health services provided for employees. This entails a job aptitude test and annual examination. Furthermore, an examination is performed whenever it is deemed necessary.</p> <p>The EHS Teams have recurring meetings with the service provider to ensure quality. Employees have access to the services online and through in-person appointment booking.</p>																		
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>NI Penang has an EHS Committee with representatives from employers and employees that meets quarterly. NIH does not have an EHS Committee but has developed a process to do so, with employees voting for members. Other branches' status regarding EHS Committees is unknown.</p>																		
403-5	Worker training on occupational health and safety	<p>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 to 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.</p>																		
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, with the exception of 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>NI Austin</p> <table border="1" data-bbox="883 1472 1524 1864"> <thead> <tr> <th data-bbox="883 1472 1419 1499">WELLNESS AND FITNESS EVENTS AND CHALLENGES</th> <th data-bbox="1419 1472 1524 1499">COUNT</th> </tr> </thead> <tbody> <tr> <td data-bbox="883 1514 1419 1541">Virtual presentation attendance total</td> <td data-bbox="1419 1514 1524 1541">166</td> </tr> <tr> <td data-bbox="883 1556 1419 1583">Number of virtual sessions</td> <td data-bbox="1419 1556 1524 1583">9</td> </tr> <tr> <td data-bbox="883 1598 1419 1625">Average participation/presentation</td> <td data-bbox="1419 1598 1524 1625">19</td> </tr> <tr> <td data-bbox="883 1640 1419 1667">Fitness challenges</td> <td data-bbox="1419 1640 1524 1667">6</td> </tr> <tr> <td data-bbox="883 1682 1419 1709">Total participation</td> <td data-bbox="1419 1682 1524 1709">90</td> </tr> <tr> <td data-bbox="883 1724 1419 1751">Average participation/challenge</td> <td data-bbox="1419 1724 1524 1751">15</td> </tr> <tr> <td data-bbox="883 1766 1419 1793">DEXA body comp scan</td> <td data-bbox="1419 1766 1524 1793">54</td> </tr> <tr> <td data-bbox="883 1808 1419 1864">Virtual wellness retreat (Five presentations on October 12)</td> <td data-bbox="1419 1808 1524 1864">212</td> </tr> </tbody> </table>	WELLNESS AND FITNESS EVENTS AND CHALLENGES	COUNT	Virtual presentation attendance total	166	Number of virtual sessions	9	Average participation/presentation	19	Fitness challenges	6	Total participation	90	Average participation/challenge	15	DEXA body comp scan	54	Virtual wellness retreat (Five presentations on October 12)	212
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	Promotion of worker health (continued)	<p>2020 FITNESS ENROLLMENT AND ENGAGEMENT</p> <table border="0"> <tr> <td>NI employees with NI Fitness Center membership</td> <td>561</td> </tr> <tr> <td>Percent of eligible population</td> <td>24%</td> </tr> <tr> <td>Total check-ins (Jan. 1-Mar. 12)</td> <td>5,075</td> </tr> <tr> <td>Average check-ins/day</td> <td>85</td> </tr> <tr> <td>Total group exercise classes</td> <td>305</td> </tr> <tr> <td>Average attendance/class</td> <td>6</td> </tr> </table>	NI employees with NI Fitness Center membership	561	Percent of eligible population	24%	Total check-ins (Jan. 1-Mar. 12)	5,075	Average check-ins/day	85	Total group exercise classes	305	Average attendance/class	6	COUNT
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403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<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 <p>Contracted partners are informed about internal safety requirements at most sites. At NI Penang, in-house service providers are subjected to similar training requirements as employees. Ad-hoc contractors (renovation, construction, servicing) are required to go through contractor orientation before they are allowed to work on site.</p>													
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: 4</p> <p>NI Penang: 0</p>													

Training and Education

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
404-1	Average hours of training per year per employee	11 hours per employee
404-2	Programs for upgrading employee skills and transition assistance programs	<p>LEAD for Managers Program: The main objective of this program is to help managers develop the skills and capabilities needed to become effective leaders and progress in their careers at NI. It is a two-year blended learning journey. Learning objectives include:</p> <ul style="list-style-type: none"> ■ Setting new managers up for success in their role ■ Equipping managers with the skills and competencies needed in their role ■ Developing engaged and effective first-line managers <p>Self-Leader Program: This 12-month course is designed to focus on the development of successful leadership skills. This program is currently open to IC2- and IC3-level employees who are recommended by their manager. Learning objectives include:</p> <ul style="list-style-type: none"> ■ Accelerating development of high-potential employees ■ Empowering employees to drive their own development and career ■ Building critical leadership skills, including self-leadership, business acumen, contribution to core strategic vision, and customer centricity ■ Building a bench of future leaders <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 more than 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 program starts with a placement test to determine employees' current level of knowledge and offers highly engaging multimedia lessons available at any time.</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>Executive Coaching: Advanced Development Coaching—Four 1-hour sessions over three months to create an individual development plan.</p> <p>General Executive Coaching: 26 1-hour sessions over six months.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	98.5% participation

Diversity and Equal Opportunity

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE																												
405-1	Diversity of governance bodies and employees	<p>Board</p> <ul style="list-style-type: none"> ■ 22% Women ■ 11% Minority/Underrepresented <p>Employees</p> <ul style="list-style-type: none"> ■ 32% Women ■ 26% People of color (U.S.) 																												
405-2	Ratio of basic salary and remuneration of women to men	<table border="1"> <thead> <tr> <th>CATEGORY</th> <th>HUNGARY</th> <th>MALAYSIA</th> <th>U.S.</th> </tr> </thead> <tbody> <tr> <td>VP and above</td> <td>N/A</td> <td>N/A</td> <td>97%</td> </tr> <tr> <td>Director</td> <td>N/A</td> <td>N/A</td> <td>99%</td> </tr> <tr> <td>Manager</td> <td>92%</td> <td>91%</td> <td>98%</td> </tr> <tr> <td>Professional IC</td> <td>98%</td> <td>97%</td> <td>101%</td> </tr> <tr> <td>Support</td> <td>103%</td> <td>100%</td> <td>101%</td> </tr> <tr> <td>Technician</td> <td>102%</td> <td>92%</td> <td>107%</td> </tr> </tbody> </table>	CATEGORY	HUNGARY	MALAYSIA	U.S.	VP and above	N/A	N/A	97%	Director	N/A	N/A	99%	Manager	92%	91%	98%	Professional IC	98%	97%	101%	Support	103%	100%	101%	Technician	102%	92%	107%
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Nondiscrimination

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
406-1	Incidents of discrimination and corrective actions taken	No confirmed cases of discrimination in 2020.

Child Labor

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
408-1	Operations and suppliers at significant risk for incidents of child labor	A finished good supplier would be considered a high-risk supplier if it were located in a high-risk region where the value-added portion of the costs is the significant portion of the overall cost. Any finished good supplier located in higher-risk regions of the world such as Africa, Asia, and South America should warrant 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.

Forced or Compulsory Labor

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	A finished good supplier would be considered a high-risk supplier if it were located in a high-risk region where the value-added portion of the costs is the significant portion of the overall cost. Any finished good supplier located in higher-risk regions of the world such as Africa, Asia, and South America should warrant 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	2020 RESPONSE
413-1	Operations with local community engagement, impact assessments, and development programs	<p>In September 2020, NI Debrecen joined the Debrecen Mob challenge organized by EDC Debrecen, which has a goal to promote active and sustainable transportation.</p> <p>During the program, 77 of our colleagues traveled nearly 15,000 km in a sustainable manner, saving 4,000 kg of CO₂. This equates to burning 1,700 liters of petrol.</p> <p>NI Debrecen has been awarded and recognized by the City of Debrecen for its environmentally conscious approach to developing the built and natural environment.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	The NI sites do not have significant impacts on local communities and there are no identified potential significant negative impacts on local communities.

Public Policy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
415-1	Political contributions	None

Marketing and Labeling

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 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 will label each component. NI follows the hardware product marking specification which is owned by the Compliance department.</p> <p>Both of these specifications include information like Waste Electrical and Electronic Equipment (WEEE) which is related to recycling. In addition to the modular product label that is added per the hardware product marking spec, NI includes additional content like model name/description, input range, symbol 14, and anything else required for specific products.</p> <p>There are other processes owned by NI technical writers such as Safety, Environmental, and Regulatory Information (SERI) documents that are created and are included with the shipping kits.</p>
417-2	Incidents of noncompliance concerning product and service information and labeling	<p>NI did not have any labeling-related observations or nonconformances observed by an external entity, registrar, or customer in 2020.</p> <p>NI proactively publishes resources for customers, including safety and service notifications for NI products, at NI Corporate Quality.</p> <p>Additional communication to NI customers includes:</p> <ul style="list-style-type: none"> ■ NI Product Change Notification process, through which we contact customers that have previously purchased a product about any form, fit, function or safety changes. ■ Product Notification and Recall Process, through which we communicate to customers when needed about their NI products.
417-3	Incidents of noncompliance concerning marketing communications	None

Customer Privacy

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	NI has not had any substantiated complaints of breaches or loss of customer personal data in 2020.

Socioeconomic Compliance

DISCLOSURE NUMBER	DISCLOSURE TITLE	2020 RESPONSE
419-1	Noncompliance with laws and regulations in the social and economic area	10-K