

2020

NI Sustainability Accounting Standards Board (SASB) Table

This 2020 SASB table and report supplements our [2020 Corporate Impact Report](#). NI is reporting on SASB's Technology and Communications Sector: Hardware standard.

Product Security

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 RESPONSE
Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	N/A	TC-HW-230a.1	NI Security

Employee Diversity and Inclusion

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 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	Management (M2+) <ul style="list-style-type: none">Female (globally): 30%People of Color (U.S.): 22% Technical Staff <ul style="list-style-type: none">Female (globally): 14%People of Color (U.S.): 25.5% All Employees <ul style="list-style-type: none">Female (globally): 32%People of Color (U.S.): 27%

Product Lifecycle Management

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 RESPONSE
Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-HW-410a.1	54% of NI products by revenue contain at least one IEC 62474 substance.
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>WEEE (Waste Electrical and Electronic Equipment) Take-back—8,293 kg</p> <p>NI offers free product take-back to all customers. Instructions for many countries can be found at Product Take-Back Program and Recycling.</p> <p>If the country is not listed, customers can email recycling@ni.com for assistance.</p>

Supply Chain Management

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 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	66% of Production Spend 21% of Total Spend
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (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	~0.4%, 2 supplier faults for 2020 out of 533 production suppliers

Materials Sourcing

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 RESPONSE
Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	TC-HW-440a.1	<p>Managing Critical Substances</p> <p>NI policy and position/obligations are outlined here: Managing Critical Substances</p> <p>Conflict Minerals</p> <p>NI annually surveys 95%+ (by spend) of suppliers through a third-party consulting firm, Crowe LLC. Surveys are compiled into a public CMRT (Conflict Minerals Reporting Template) and include information on the source of the minerals tantalum, tin, gold, tungsten, as well as smelters in the NI supply chain. NI files a Conflict Minerals Report annually with the U.S. Securities and Exchange Commission.</p> <p>Industry Activity</p> <p>The Responsible Minerals Initiative (RMI) has listed 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. 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. NI Conflict Minerals Policy Statement</p> <p>RoHS Risk Assessment</p> <p>In 2020, NI began a RoHS risk assessment for NI products based on their Bill of Materials (BOM) contents and suppliers used. The risk assessment is described as the first step in the technical file requirements described in standard IEC 63000. This process applies to all NI products that have a complete BOM in our Product Lifecycle Management system. Companies acquired by NI are out of the scope, as their suppliers are not always assessed in the same way as NI suppliers.</p> <p>Supplier and material assessments were performed using three criteria:</p> <ul style="list-style-type: none"> ■ Supplier declarations and/or contractual agreements ■ Material declarations ■ Analytical test results

Activity Metric

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020 RESPONSE
Number of units produced by product category	Quantitative	Number	TC-HW-000.A	NI 2020 Production Data
Area of manufacturing facilities	Quantitative	Square feet (ft ²)	TC-HW-000.B	<p>Debrecen: 121,794 square feet (includes manufacturing and warehouses only)</p> <p>Penang: 103,085 square feet (includes manufacturing and warehouses only)</p>
Percentage of production from owned facilities	Quantitative	Square feet (ft ²)	TC-HW-000.C	<p>99.9% of NI products were manufactured in NI-owned facilities. (Debrecen, Hungary, and Penang, Malaysia)</p> <p>0.1% of products were manufactured at NI's leased site in Santa Clara, CA.</p>