

Corporate Impact Report

2020



ni.com

NI's purpose— to Engineer Abitiously™— means looking at the world's toughest problems as difficult but solvable.



2020 was a year like no other, bringing a host of difficult problems. With the global pandemic and sudden lockdowns, we all had to create a new normal for ourselves and our families. And here at NI, we had to create a new normal for our employees and our customers. With the lockdowns came economic challenges, and we also saw civil unrest in the United States and globally. Although this was a challenging year, the events of 2020 helped inspire our first-ever Corporate Impact Strategy to drive the positive change we want to see in the world.

At the beginning of 2021, we launched this strategy, called Engineering Hope. It includes 15 aspirational 2030 goals and commitments that outline how NI will put our company, people, and technology solutions to work to make a positive impact on society and our planet. As part of this strategy, we identified three pillars of impact where we intend to focus our efforts: changing the faces of engineering, building an equitable and thriving society, and engineering a healthy planet.

The metrics you'll see in this 2020 Corporate Impact Report are from our baseline year before we published our goals. I look forward to sharing our 2021 data—our first full year of progress toward our goals—in a future report. Meanwhile, this report's historical 2020 data represents the starting point of our 10-year journey toward positive, lasting social and environmental impact.

In many ways, 2020 is a difficult barometer: the pandemic changed the way we used energy, served the community, procured supplies, and more. But it also reminded us there's no perfect time to get started. Real innovation takes time, iteration, and most of all, persistence. It's not about waiting for a big idea but working on many small ideas and making their impact big over time.

While developing our strategy in 2020, we were also building the infrastructure needed to take our impact to the next level. We assembled an Impact Council of NI executives devoted to ESG governance and formed working groups across global sites and business units. Together we tackled unglamorous work, such as measuring our waste output; uncomfortable work, such as confronting the inequities of our industry; and uplifting work, such as bringing hands-on STEM education to more young people worldwide.

And we made a meaningful difference. In 2020, we deployed \$2.5 million to support COVID-19 relief efforts and STEM education, aiding more than 20 local nonprofits worldwide. We developed a new, equity-focused NI grantmaking process for bringing STEM education and economic opportunity to our communities. We also enabled NI customers from many industries to pivot and develop ventilators for COVID-19 patients.

Most importantly, we took good care of each other in 2020. We embraced remote work to protect our physical health, introduced a global employee assistance program and "Quiet Weeks" to support our mental health, and launched our NI Flex program to accommodate the complex demands of pandemic-era caregiving.

The challenges of 2020 will remain with us for some time but so will the lessons learned. The coming years will bring new partnerships, new programs, and new opportunities to drive lasting value for our stakeholders, society, and the planet. We look forward to collaborating with you and sharing our progress every step of the way.

ERIC STARKLOFF
CEO



Corporate Impact is NI's holistic approach to corporate citizenship. It's a combination of ESG (environmental, social, and governance) and CSR (corporate social responsibility) and encompasses all the ways we put our company, people, and technology solutions to work to make a positive impact on society and our planet.

This report measures our impact in 2020 and shows where we are today compared to where we want to be in 2030. We believe some of our 2030 Corporate Impact goals (which we set in early 2021) are within reach yet will still challenge us to maintain consistent performance over the next decade. Other goals—such as our moonshot goals to increase the diversity of NI's workforce and leadership—will require transformational change, which is what they were designed to do.

Here are a few of our achievements from 2020—our baseline year for the goals—that give us good momentum toward those targets:

- **STEM EDUCATION:** We donated over \$1.5 million in cash and products to STEM education initiatives serving underrepresented or economically disadvantaged students. We also signed a six-year commitment to renew our longtime partnership with FIRST®, the global robotics competition, and will help bring its programs to more underserved students.
- **INCLUSION:** We're proud that 84 percent of NIers reported a sense of belonging. (Our goal is 87 percent.) We expanded our employee resource groups—a key driver of inclusion—by launching a new Black Inclusion Network. We also launched our new Diversity, Equity, and Inclusion Council to provide governance to our DEI team's ongoing work, and engaged our executive leadership team in the NI Leading Inclusion series that we'll roll out to all employees in 2021.
- **REWARDS EQUITY:** We're very close to achieving substantial equity of base salary for all employees in similar roles and levels with comparable performance and impact. We will continue our momentum in base salary equity and broaden to achieve total rewards equity including our annual incentive bonus, restricted stock grants, and other benefits.
- **EQUITY INITIATIVES:** We made our first social impact investment—a \$500,000 low-interest loan to Austin Habitat for Humanity for an affordable housing development in East Austin. Overall, in 2020 we deployed over \$2 million in cash and products to equity and economic opportunity initiatives in our communities.

We're also proud that we had significantly lower than industry average levels of voluntary employee attrition in 2020, which was such a tumultuous year for us all. We believe our Corporate Impact work will help us retain top talent—we know employees want to work for purpose-driven companies. And in turn, our employees are the driving force for making positive, lasting change and achieving our goals.

In 2021, we're working to diversify our hiring base and create more pathways to employment at NI. We plan to implement our new giving strategy and bring on new STEM education partners that share our goal of diversifying the engineering talent pipeline. And we will conduct a life-cycle analysis of NI products to inform our development of a comprehensive climate strategy. While 2020's lockdowns sidelined our strong tradition of volunteerism, we built a robust global infrastructure for connecting NIers to future opportunities.

2020 was a tough year, but we're in this work for the long haul. Day by day, together we'll achieve great things this decade—for each other, our society, and our planet.

A handwritten signature in black ink, appearing to read "Tabitha Upshaw".

TABITHA UPSHAW
HEAD OF CORPORATE IMPACT

A handwritten signature in black ink, appearing to read "Kaziq Prince".

KAZIQUE PRINCE
DIRECTOR OF DIVERSITY,
EQUITY, AND INCLUSION

Our 2030 Goals and Commitments

Changing the Faces of Engineering

DIVERSE REPRESENTATION: By 2030, 50% of our global workforce will be women, and our U.S. workforce will be 13% Black and 18% Latinx.

DIVERSE LEADERSHIP: By 2030, 50% of our people managers globally will be women, and 40% of our U.S. people managers will be people of color.

INCLUSION: Each year through 2030, 87% of our employees will feel a sense of belonging at NI.

STEM EDUCATION: Each year through 2030, we will advance STEM education initiatives serving underrepresented or economically disadvantaged students.

STEM VOLUNTEERING: Before 2030, our employees will spend 25% of their total volunteer hours supporting STEM education initiatives.

Building an Equitable and Thriving Society

REWARDS EQUITY: Before 2030, we will achieve substantial equity in total rewards for all employees in similar roles and levels with comparable performance and impact.

EMPLOYEE WELLBEING: Each year through 2030, we will advance programs and initiatives that improve our employees' wellbeing.

EMPLOYEE ENGAGEMENT: Before 2030, 92% of our employees will be highly engaged.

SUPPLIER DIVERSITY: By 2030, 16% of our suppliers will be small or diverse businesses.

OPPORTUNITY INITIATIVES: Each year through 2030, we will support equity and economic opportunity initiatives through monetary and product donations and volunteering.

Engineering a Healthy Planet

GREEN TECHNOLOGY: Each year through 2030, we will discount or donate NI products to organizations developing green technology and will volunteer for environmental initiatives.

ZERO WASTE: By 2030, we will achieve Zero Waste at NI-owned buildings and reduce waste at leased facilities.

GREEN BUILDING: Each year through 2030, we will design 100% of NI's new buildings or remodels to LEED and WELL standards.

CONSERVATION: Each year through 2030, we will conserve natural resources, protect biodiversity, and reduce greenhouse gas emissions.

CIRCULAR DESIGN: Each year through 2030, we will make circular design improvements in our product design, manufacturing, and packaging.



Our Material Issues

In 2020, NI partnered with NSF International to conduct a materiality assessment in alignment with GRI (Global Reporting Initiative) principles. The goal of the assessment was to determine which social, environmental, and governance issues are material, or most relevant, to our business. To achieve this goal, we interviewed and surveyed key stakeholders to determine which material aspects they considered priorities. And we assessed nearly 50 metrics to evaluate the potential impact of NI's industry on these aspects.

Our material issues, as identified by the assessment, are listed below. The results of the assessment guided our development of NI's 2030 Corporate Impact Strategy and goals and will inform our annual corporate impact reporting.

People

ENGAGEMENT AND BELONGING: Creates a transparent and supportive workplace and fosters a culture of listening and open communication, where employees feel engaged, connected, valued, and appreciated, with freedom of individual expression and a deep sense of belonging.

DIVERSITY AND EQUITY: Creates a diverse workplace with equal opportunity for advancement, pay equity, and freedom from bias and discrimination, no matter the gender, race, religion, age, gender identity, sexual orientation, veteran status, nationality, ability, or ethnicity. Actively practices anti-racism, anti-sexism, and anti-discrimination.

HEALTH AND WELLBEING: Promotes employee health and wellbeing (social, emotional, financial, and physical) and provides a safe workplace with the flexibility to balance personal life and work life.

TRAINING, DEVELOPMENT, AND CAREER ADVANCEMENT: Grows and expands the skills of the employees with relevant training and opportunities for professional development, continuous education, and career advancement.

Communities

DIVERSITY AND EQUITY IN STEM: Closes opportunity gaps and increases diverse representation, equity, and access to high-quality, hands-on STEM learning in the K-16 pipeline by focusing investments on girls, people of color, and economically disadvantaged students.

LOCAL COMMUNITY IMPACT: Contributes to the development of the communities where the company operates through corporate and employee donations, product donations, traditional volunteering, and deploying functional and engineering expertise through skills-based volunteering with local nonprofits, NGOs (nongovernmental organizations), schools, or universities.

HUMAN NEEDS AND DISASTER RELIEF: Deploys company resources and technologies and engages in partnerships (philanthropic or otherwise) to support human needs or human rights in times of humanitarian crisis or disaster response.

ECONOMIC EQUALITY: Addresses economic inequality, including homelessness and housing affordability issues resulting in part from the technology economy, and promotes economic equality through initiatives to improve K-16 education and increase technology skills in the workforce.



Planet

CLIMATE–GHG AND ENERGY: Reduces greenhouse gas (GHG) emissions, increases energy efficiency, uses renewable energy, protects natural solutions to GHG sequestration, and assesses business risks associated with a rise in global temperatures.

WASTE MANAGEMENT: Makes the most of resources while reducing and managing waste responsibly by diverting waste from landfills. Diverted materials are reduced, reused, recycled, composted, and/or recovered or upcycled for productive use in nature or the economy.

RESPONSIBLE PRODUCT DESIGN: Reduces the environmental impact of products throughout the life cycle, including material selection; design for longevity, durability, and recyclability; eco-friendly packaging; reduced energy consumption during use; and product take-back.

WATER STEWARDSHIP: Reduces or efficiently manages water in offices and in product manufacturing and protects water quality by reducing or eliminating release of water pollutants.

HABITAT AND ECOSYSTEM PROTECTION: Reduces biodiversity loss by protecting nature (ecosystems and habitats) through forest stewardship, responsible sourcing, responsible facilities design, protecting watersheds, eliminating pollution from operations, and reducing e-waste.

Responsibility

PRIVACY AND DATA SECURITY: Protects all stakeholders' privacy and data through secure information storage and transparent privacy policies.

RESPONSIBLE SOURCING: Ensures sustainable supply chains by considering social and environmental considerations in addition to quality and economical aspects. Prevents sourcing conflict minerals and promotes supply chain diversity by sourcing from small businesses and women- or minority-owned businesses.

RESPONSIBLE AI: Responsibly develops artificial intelligence (AI) technology to help ensure fairness, privacy, reliability, safety, security, equity and inclusiveness, transparency, and accountability of the technology and its outcomes.

ETHICS AND SOUND GOVERNANCE: Implements policies and procedures that govern issues like corruption and bribery, anti-competitive practices, fraud, and code of conduct, and that control and direct the company's business operations. Convenes a diverse board of directors that offers multiple perspectives, challenges ideas, and asks hard questions.

HUMAN AND WORKPLACE RIGHTS: Both the company and its suppliers protect against forced labor, child labor, discrimination, modern slavery, and human trafficking. Upholds the right to organize and collective bargaining; promotes fair labor practices and good working conditions.

Future

TEST AND MEASUREMENT; TECHNOLOGY FOR GOOD: Builds products that empower engineers, companies, and organizations to design and build safe, reliable, and accurate products that improve lives and solve the most pressing social and environmental problems facing humanity today.



PARUL MAHAJAN
SOLUTIONS MARKETER

2020 Goals Scorecard

This 2020 Corporate Impact Report is our first report sharing performance metrics related to our 2030 goals. We published these goals in February 2021 as part of Engineering Hope, our 2030 Corporate Impact Strategy, so this report focuses on establishing a baseline and methodologies. In future reports, we will share our year-over-year progress toward our goals. For each goal, we publish the metrics that directly measure the goal or commitment, and for some goals we also include complementary data.

Changing the Faces of Engineering

DIVERSE REPRESENTATION

BY 2030, 50% OF OUR GLOBAL WORKFORCE WILL BE WOMEN, AND OUR U.S. WORKFORCE WILL BE 13% BLACK ¹ AND 18% LATINX. ²	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Women employees (as percentage of global workforce)	32%	
Black employees (as percentage of U.S. workforce)	2%	
Latinx employees (as percentage of U.S. workforce)	10%	
People of color ³ (as percentage of U.S. workforce)	27%	
Women employees in engineering positions (as percentage of global engineering positions) ⁴	14%	
Black employees in engineering positions (as percentage of U.S. engineering positions) ⁴	1%	
Latinx employees in engineering positions (as percentage of U.S. engineering positions) ⁴	8%	
People of color in engineering positions (as percentage of U.S. engineering positions) ⁴	25%	



THIS GOAL FOCUSES SPECIFICALLY ON INCREASING BLACK AND LATINX REPRESENTATION BECAUSE THESE GROUPS ARE THE MOST UNDERREPRESENTED IN NI'S WORKFORCE WHEN COMPARED TO U.S. DEMOGRAPHICS.

¹ DEFINED BY THE U.S. CENSUS BUREAU AS BLACK/AFRICAN AMERICAN.

² DEFINED BY THE U.S. CENSUS BUREAU AS HISPANIC/LATINO.

³ DEFINED BY THE U.S. CENSUS BUREAU AS ANYONE OUTSIDE OF THE SINGLE-RACE, NON-HISPANIC WHITE POPULATION.

⁴ ENGINEERING POSITIONS INCLUDE 37 DIFFERENT TECHNICAL ROLES SPANNING HARDWARE, SOFTWARE, AND SERVICES.



MURALI PARTHASARATHY
SECTION MANAGER, SW PRODUCTS PMO

DIVERSE LEADERSHIP

BY 2030, 50% OF OUR PEOPLE MANAGERS GLOBALLY WILL BE WOMEN, AND 40% OF OUR U.S. PEOPLE MANAGERS WILL BE PEOPLE OF COLOR.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Women people managers (as percentage of global people managers) ¹	30%	
People of color (non-white) people managers (as percentage of U.S. people managers) ¹	22%	
Black people managers (as percentage of U.S. people managers) ¹	1%	
Latinx people managers (as percentage of U.S. people managers) ¹	8%	
Women in senior engineering positions (as percentage of global engineering positions) ²	9%	
People of color (non-white) in senior engineering positions (as percentage of U.S. senior engineering positions) ²	23%	
Black employees in senior engineering positions (as percentage of U.S. senior engineering positions) ²	1%	
Latinx employees in senior engineering positions (as percentage of U.S. senior engineering positions) ²	7%	



¹ MANAGERS CLASSIFIED AS MANAGER LEVEL 2 WITH DIRECT REPORTS AND ABOVE.

² SENIOR ENGINEERING POSITIONS CLASSIFIED AS INDIVIDUAL CONTRIBUTOR LEVEL 4 AND ABOVE; INCLUDES TECHNICAL ROLES SPANNING HARDWARE, SOFTWARE, AND SERVICES.

INCLUSION

EACH YEAR THROUGH 2030, 87% OF OUR EMPLOYEES WILL FEEL A SENSE OF BELONGING AT NI.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total employees, NI Belonging and Inclusion Index score ¹	84%	
Women employees, NI Belonging and Inclusion Index score (global)	83%	
People of color, NI Belonging and Inclusion Index score (U.S.)	87%	
Black employees, NI Belonging and Inclusion Index score (U.S.)	84%	
Latinx employees, NI Belonging and Inclusion Index score (U.S.)	86%	



¹ THE NI BELONGING AND INCLUSION INDEX IS AN AGGREGATE OF INCLUSION-RELATED QUESTIONS FROM NI'S ANNUAL EMPLOYEE ENGAGEMENT SURVEY.



STEM EDUCATION

EACH YEAR THROUGH 2030, WE WILL ADVANCE STEM EDUCATION INITIATIVES SERVING UNDERREPRESENTED OR ECONOMICALLY DISADVANTAGED STUDENTS.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total value of all monetary and product donations ¹ to STEM education initiatives serving underrepresented or economically disadvantaged students	\$1,571,782	
Total employee volunteer hours logged in support of STEM education initiatives serving underrepresented or economically disadvantaged students	220	
Number of students served by STEM education initiatives funded by NI	83,654	
% of NI's global interns that are female	11%	
% of NI's global interns that are people of color	42%	
% of NI's U.S. interns that are Black	5%	
% of NI's U.S. interns that are Latinx	16%	



¹ DONATIONS ARE GRANTED THROUGH THE ANNUAL GIVING PLEDGE AND THE NI FUND. DONATIONS THAT BENEFIT STEM EDUCATION INITIATIVES AND EQUITY AND ECONOMIC OPPORTUNITY INITIATIVES ARE COUNTED TOWARD THE TOTALS FOR BOTH OF THESE CATEGORIES. HOWEVER, EACH DONATION IS ONLY COUNTED ONCE TOWARD OUR OVERALL 2+1 GIVING PLEDGE TOTAL. PRODUCT DONATION TOTALS ARE CALCULATED USING THE RETAIL VALUE OF PRODUCTS.

STEM VOLUNTEERING

BEFORE 2030, OUR EMPLOYEES WILL SPEND 25% OF THEIR TOTAL VOLUNTEER HOURS SUPPORTING STEM EDUCATION INITIATIVES.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of employees' total logged volunteer hours spent supporting STEM education initiatives ¹	12.5%	

¹ VOLUNTEERING WAS SEVERELY CURTAILED DUE TO THE COVID-19 PANDEMIC'S LOCKDOWNS AND GATHERING RESTRICTIONS.



Building an Equitable and Thriving Society

REWARDS EQUITY

BEFORE 2030, WE WILL ACHIEVE SUBSTANTIAL EQUITY IN TOTAL REWARDS ¹ FOR ALL EMPLOYEES IN SIMILAR ROLES AND LEVELS WITH COMPARABLE PERFORMANCE AND IMPACT.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total rewards ratio, women to men (global) ²	99%	
Total rewards ratio, people of color to white (U.S.) ²	102%	
Total rewards ratio, Black employees to white (U.S.) ²	98%	
Total rewards ratio, Latinx employees to white (U.S.) ²	101%	
Ratio of standard entry-level wage to local living wage, NI Hungary	115%	
Ratio of standard entry-level wage to local living wage, NI Malaysia ³	136%	



¹ TOTAL REWARDS ARE COMPOSED OF BASE SALARY, VARIABLE PAY, AND BENEFITS.

² SALARY DATA ONLY. WE WILL REPORT ON TOTAL REWARDS, INCLUDING BONUSES AND STOCK, IN FUTURE YEARS.

³ BASED ON THE AVERAGE OF THE LIVING WAGE RANGE FOR MALAYSIA DETAILED AT [WAGEINDICATOR.ORG](https://wageindicator.org).

EMPLOYEE WELLBEING

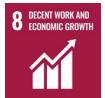
EACH YEAR THROUGH 2030, WE WILL ADVANCE PROGRAMS AND INITIATIVES THAT IMPROVE OUR EMPLOYEES' WELLBEING.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of employees engaged in the NI Thrive wellbeing program. ¹	No data until 2021	
Total recordable injury rate (U.S., Hungary, and Malaysia)	0.1%	



¹ THE NI THRIVE PROGRAM WAS LAUNCHED IN THE U.S. IN OCTOBER 2020, WITH A GLOBAL EXPANSION PLANNED FOR LATE 2021.



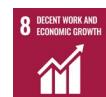
EMPLOYEE ENGAGEMENT

BEFORE 2030, 92% OF OUR EMPLOYEES WILL BE HIGHLY ENGAGED. ¹	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total employees considered highly engaged	80%	
Women employees considered highly engaged (global)	82%	
People of color (non-white) considered highly engaged (U.S.)	82%	
Black employees considered highly engaged (U.S.)	88%	
Latinx employees considered highly engaged (U.S.)	85%	
Voluntary attrition rate of all employees (global) ²	7%	
Voluntary attrition rate of women employees (global)	6%	
Voluntary attrition rate of people of color (U.S.)	6%	
Voluntary attrition rate of Black employees (U.S.)	2%	
Voluntary attrition rate of Latinx employees (U.S.)	6%	

¹ ALL ENGAGEMENT LEVELS ARE AS MEASURED BY NI'S ANNUAL EMPLOYEE ENGAGEMENT SURVEY.

² ACCORDING TO BENCHMARK DATA FROM COMPRYX, SIMILAR COMPANIES TO NI EXPERIENCED 11.5% ATTRITION IN 2020.

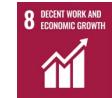
SUPPLIER DIVERSITY

BY 2030, 16% OF OUR SUPPLIERS WILL BE SMALL OR DIVERSE BUSINESSES. ¹	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of total global suppliers that are small or diverse businesses	12%	 

¹ DIVERSE BUSINESSES DEFINED AS THOSE OWNED BY WOMEN, PEOPLE OF COLOR, ETHNIC MINORITIES, VETERANS, LGBTQ+ INDIVIDUALS, OR PEOPLE WITH DISABILITIES. BASED ON TOTAL SPEND.



OPPORTUNITY INITIATIVES

EACH YEAR THROUGH 2030, WE WILL SUPPORT EQUITY AND ECONOMIC OPPORTUNITY INITIATIVES THROUGH MONETARY AND PRODUCT DONATIONS AND VOLUNTEERING.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total value of all monetary and product donations to equity or economic opportunity initiatives ¹	\$2,047,076	 

¹ DONATIONS ARE GRANTED THROUGH ANNUAL GIVING PLEDGE AND THE NI FUND. DONATIONS THAT BENEFIT STEM EDUCATION INITIATIVES AND EQUITY AND ECONOMIC OPPORTUNITY INITIATIVES ARE COUNTED TOWARD THE TOTALS FOR BOTH OF THESE CATEGORIES. HOWEVER, EACH DONATION IS ONLY COUNTED ONCE TOWARD OUR OVERALL 2+1 GIVING PLEDGE TOTAL. PRODUCT DONATION TOTALS ARE CALCULATED USING THE RETAIL VALUE OF PRODUCTS.



Engineering a Healthy Planet

GREEN TECHNOLOGY

EACH YEAR THROUGH 2030, WE WILL DISCOUNT OR DONATE NI PRODUCTS TO ORGANIZATIONS DEVELOPING GREEN TECHNOLOGY AND WILL VOLUNTEER FOR ENVIRONMENTAL INITIATIVES.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total value of all monetary donations, product donations, and volunteer time benefiting environmental initiatives	N/A	  

ZERO WASTE

BY 2030, WE WILL ACHIEVE ZERO WASTE AT NI-OWNED BUILDINGS AND REDUCE WASTE AT LEASED FACILITIES.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of total waste diverted from landfill at NI-owned buildings globally	73%	
Total solid nonhazardous waste diverted on average per employee at NI-owned buildings	.13 metric tons (275 pounds)/employee	
Total solid nonhazardous waste generated at NI-owned buildings globally	767 metric tons	
Total hazardous waste generated at NI-owned buildings globally; 100% is disposed of properly	259 metric tons	



GREEN BUILDING

EACH YEAR THROUGH 2030, WE WILL DESIGN 100% OF NI'S NEW BUILDINGS OR REMODELS TO LEED AND WELL STANDARDS.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Total percentage of new building space and major renovations following LEED and WELL standards	100%	  
Total square feet of building space built or renovated	56,524 square feet	

CONSERVATION

EACH YEAR THROUGH 2030, WE WILL CONSERVE NATURAL RESOURCES, PROTECT BIODIVERSITY, AND REDUCE GREENHOUSE GAS EMISSIONS. ¹	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of total electricity use coming from renewable sources	37%	   
Greenhouse gas (GHG) emissions intensity (Scope 1–3 emissions/\$1 million revenue)	28 MTCO2e (metric tons carbon dioxide equivalent)/\$1 million revenue	
Scope 1 and Scope 2 market-based GHG emissions (emissions from direct combustion of energy sources like natural gas (1) and electricity use (2))	16,062 MTCO2e	
Scope 3 GHG emissions (employee commuting, business travel, product distribution, packaging, solid waste, and T&D losses)	19,708 MTCO2e	
Total energy use (electricity)	40,929,131 kWh	
Total energy intensity (electricity)	31,802 kWh/ \$1 million revenue	
Total water use	40,285,782 gallons	
Total water use intensity	31,302 gallons/ \$1 million revenue	

ENERGY USE AND WATER CONSUMPTION WERE POSITIVELY IMPACTED BY THE COVID-19 PANDEMIC SINCE FEWER EMPLOYEES WERE IN THE OFFICE, COMMUTED, AND TRAVELED.

¹ INCLUDES NI TOP 14 SITES, WHICH EMPLOY 77% OF EMPLOYEES.



CIRCULAR DESIGN

EACH YEAR THROUGH 2030, WE WILL MAKE CIRCULAR DESIGN IMPROVEMENTS IN OUR PRODUCT DESIGN, MANUFACTURING, AND PACKAGING.	2020	UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) SUPPORTED
Percentage of primary product materials sourced from recycled content	1% ¹	 The logo for SDG 12, which is Responsible Consumption and Production. It features a brown square with the number '12' in white, followed by the text 'RESPONSIBLE CONSUMPTION AND PRODUCTION' in white, and a white infinity symbol on a brown background.
Percentage of product sold that is recyclable ³	62% ²	
Percentage of primary packaging sourced from recycled-input materials	35% average	
Percentage of product packaging that is curbside recyclable	98%-99%	
End-of-life products recovered through NI take-back and recycling programs ⁴ (WEEE (Waste Electrical and Electronic Equipment) take-back)	8,293 kg	

¹ DATA FOR DIE-CAST PARTS ONLY, WHICH ALLOW FOR 5-40% REGRIND (USE OF SCRAP MATERIAL).

² DATA IS FOR MECHANICAL PARTS ONLY.

³ A MATERIAL IS RECYCLABLE IF IT IS ACCEPTED BY A MAJORITY OF MUNICIPALITIES.

⁴ MOST CUSTOMERS USE THEIR OWN RECYCLING VENDORS.



2+1 Giving Pledge

PLEDGE

BY 2030, WE'LL GIVE 2% OF OUR ANNUAL, PRE-TAX PROFITS TO CHARITABLE CAUSES IN THE FORM OF MONETARY AND PRODUCT DONATIONS OR DISCOUNTS. AND EACH YEAR NIERS WILL SPEND 1% OF THEIR WORK HOURS VOLUNTEERING IN THEIR COMMUNITIES.	2020
Percentage of annual, pre-tax profits given to charitable causes in the form of monetary and product donations ¹ or discounts	1.5%
Total combined monetary and product donations (annual, pre-tax)	\$2,991,057
Percentage of employees' work hours spent volunteering ²	0.01%
Total employee volunteer hours logged	1,760
Value of total employee volunteer hours ³	\$97,669
Percentage of employees who feel proud of NI's Corporate Impact Strategy ⁴	78%

¹ PRODUCT DONATION TOTALS ARE CALCULATED USING THE RETAIL VALUE OF PRODUCTS.

² VOLUNTEERING WAS SEVERELY CURTAILED DUE TO THE COVID-19 PANDEMIC'S LOCKDOWNS AND GATHERING RESTRICTIONS. CALCULATION USES SCHEDULED HOURS FOR FULL-TIME AND PART-TIME EMPLOYEES AND INTERNS IN 2020. DOES NOT INCLUDE CONTINGENT AND NONWORKERS, AS THEIR VOLUNTEER HOURS ARE NOT CAPTURED.

³ BASED ON LOCAL AVERAGE SALARY AND TOTAL HOURS OF 2,080 PER EMPLOYEE.

⁴ AS MEASURED BY NI'S ANNUAL EMPLOYEE ENGAGEMENT SURVEY.

About This Report



Our 2020 Corporate Impact Report, along with our **2020 GRI Index** and **2020 SASB Table**, provides NI's stakeholders with an overview of our impact on society and the planet. As we work toward our 2030 goals, we will report annually on our progress. We invite you to connect and collaborate with us on our journey.

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THIS CORPORATE IMPACT REPORT DOCUMENT CONTAINS CERTAIN FORWARD-LOOKING STATEMENTS OF NI, INCLUDING STATEMENTS ABOUT OUR STRATEGY; WHAT OUR GOALS ARE, HOW WE PLAN TO ATTAIN THEM, AND OUR EFFORTS TO ATTAIN THEM; AND OUR COMMITMENTS. THESE STATEMENTS ARE SUBJECT TO A NUMBER OF RISKS AND UNCERTAINTIES, INCLUDING WITHOUT LIMITATION: THE EFFECT OF THE GLOBAL ECONOMIC AND GEOPOLITICAL CONDITIONS; OUR INTERNATIONAL OPERATIONS AND FOREIGN ECONOMIES; ADVERSE PUBLIC HEALTH MATTERS, INCLUDING EPIDEMICS AND PANDEMICS SUCH AS THE COVID-19 PANDEMIC; OUR ABILITY TO EFFECTIVELY MANAGE OUR PARTNERS AND DISTRIBUTION CHANNELS; INTERRUPTIONS IN OUR TECHNOLOGY SYSTEMS; CYBER-ATTACKS; THE DEPENDENCY OF OUR PRODUCT REVENUE ON CERTAIN INDUSTRIES AND THE RISK OF CONTRACTIONS IN SUCH INDUSTRIES; FLUCTUATIONS IN DEMAND FOR OUR PRODUCTS INCLUDING ORDERS FROM OUR LARGE CUSTOMERS; CONCENTRATION OF CREDIT RISK AND UNCERTAIN CONDITIONS IN THE GLOBAL FINANCIAL MARKETS; OUR ABILITY TO COMPETE IN MARKETS THAT ARE HIGHLY COMPETITIVE; OUR ABILITY TO RELEASE SUCCESSFUL NEW PRODUCTS OR ACHIEVE EXPECTED RETURNS; THE RISK THAT OUR MANUFACTURING CAPACITY AND A SUBSTANTIAL MAJORITY OF OUR WAREHOUSING AND DISTRIBUTION CAPACITY ARE LOCATED OUTSIDE OF THE U.S.; OUR DEPENDENCE ON KEY SUPPLIERS AND DISTRIBUTORS; COMPONENT SHORTAGES; LONGER DELIVERY LEAD TIMES FROM OUR SUPPLIERS; RISK OF PRODUCT LIABILITY CLAIMS; DEPENDENCE ON OUR PROPRIETARY RIGHTS AND RISKS OF INTELLECTUAL PROPERTY LITIGATION; THE CONTINUED SERVICE OF KEY MANAGEMENT AND ENGINEERING PERSONNEL; THE ABILITY TO COMPLY WITH ENVIRONMENTAL LAWS AND ASSOCIATED COSTS; OUR ABILITY TO MAINTAIN OUR WEBSITE; THE RISKS OF BUGS, VULNERABILITIES, ERRORS OR DESIGN FLAWS IN OUR PRODUCTS; OUR ABILITY TO ACHIEVE THE BENEFITS OF EMPLOYEE RESTRUCTURING PLANS; OUR EXPOSURE TO LARGE ORDERS; OUR ABILITY TO EFFECTIVELY MANAGE OUR OPERATING EXPENSES AND MEET BUDGET; EXPENSE OVERRUNS; MANUFACTURING INEFFICIENCIES AND THE LEVEL OF CAPACITY UTILIZATION; FLUCTUATIONS IN OUR QUARTERLY RESULTS DUE TO FACTORS OUTSIDE OF OUR CONTROL; OUR OUTSTANDING DEBT; SEASONAL VARIATION IN OUR REVENUES; OUR ABILITY TO COMPLY WITH LAWS AND REGULATIONS; CHANGES IN TAX RATES AND EXPOSURE TO ADDITIONAL TAX LIABILITIES; OUR ABILITY TO MAKE CERTAIN ACQUISITIONS OR DISPOSITIONS, INTEGRATE THE COMPANIES WE ACQUIRE OR SEPARATE THE COMPANIES WE SOLD AND/OR ENTER INTO STRATEGIC RELATIONSHIPS; RISKS RELATED TO CURRENCY FLUCTUATIONS; ADVERSE EFFECTS OF PRICE CHANGES; AND CHANGES IN ACCOUNTING PRINCIPLES. NI DIRECTS READERS TO ITS FORM 10-K FOR THE YEAR ENDED DECEMBER 31, 2020, AND THE OTHER DOCUMENTS IT FILES WITH THE SEC FOR OTHER RISKS ASSOCIATED WITH THE COMPANY'S FUTURE PERFORMANCE. THESE DOCUMENTS CONTAIN AND IDENTIFY IMPORTANT FACTORS THAT COULD CAUSE OUR ACTUAL RESULTS TO DIFFER MATERIALLY FROM THOSE CONTAINED IN OUR FORWARD-LOOKING STATEMENTS. ALL INFORMATION IN THIS DOCUMENT IS AS OF THE DATE ABOVE. NI UNDERTAKES NO DUTY TO UPDATE ANY FORWARD-LOOKING STATEMENT TO CONFORM THE STATEMENT TO ACTUAL RESULTS OR CHANGES IN NI'S EXPECTATIONS. 13344