



2022

NI Global Reporting Index (GRI)

This report has been prepared using selected GRI standards, or parts of their content, to report specific social, environmental, and governance metrics. The information cited herein covers the period January 1, 2022 to December 31, 2022 and includes all company operations worldwide unless otherwise noted.

| GRI Standard | Description | 2022 Location/Direct Response | | | |
|---------------------|--|--|------------------|------------------|----------------------------|
| General Disclosures | | | | | |
| 102-1 | Name of the organization | National Instrument Corporation (NI) | | | |
| 102-2 | Activities, brands, products, and services | 10-K | | | |
| 102-3 | Location of headquarters | 11500 N MoPac Expwy, Austin, Texas 78759 | | | |
| 102-4 | Location of operations | 10-K | | | |
| 102-5 | Ownership and legal form | Proxy | | | |
| 102-6 | Markets served | 10-K | | | |
| 102-7 | Scale of the organization | 10-K | | | |
| 102-8 | Information on employees and other workers | Gender (group) | Fulltime-Regular | Parttime-Regular | Employee Headcount (total) |
| | | Region | Fulltime-Regular | Parttime-Regular | Employee Headcount (total) |
| | | Female | 2,227.5 | 34.5 | 2,262 |
| | | Male | 4,602 | 25 | 4,627 |
| | | Unknown | 86 | 2 | 88 |
| | | Total | 6,915.5 | 61.5 | 6,977 |
| | | AMER | 2,646 | 14.5 | 2,660.5 |
| | | APAC | 2,066 | 0.5 | 2,067 |
| | | EMEA | 2,203.5 | 47 | 2,250 |
| | | Total | 6,915.5 | 62 | 6,977.5 |

| GRI Standard | Description | 2022 Location/Direct Response | |
|--------------|--|---|---|
| 102-9 | Supply chain | 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 approximately 433 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 5,119. Our total annual spend is roughly \$785M USD across approximately 58 countries with the majority from the United States, Malaysia, Germany, Hungary, Singapore, Ireland, and China. | |
| 102-10 | Significant changes to the organization and its supply chain | In 2022, NI completed the acquisition of Heinzinger Automotive GmbH, which was announced in 2021. The acquisition is designed to expand NI's portfolio of electrification (EV), battery, and sustainable energy capabilities. | |
| 102-11 | Precautionary principle or approach | NI follows an Environmental Compliance Plan details of which can be found at: https://investor.ni.com/static-files/235a7c96-07a8-4cbf-8404-e3138f37ab9c | |
| 102-13 | Membership of associations | Armed Forces Communications and Electronics Association American Chamber of Commerce (AmCham) Affiliates Association for Standardization of Automation and Measuring Systems (ASAM) Association of Old Crows Association of the United States Army Associazione Arma Aeronautica Austin Chamber of Commerce Automotive Serial Alliance (ASA) 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) Malaysian Semiconductor Industry Association (MSIA) MIPI Alliance | National Alliance for Partnerships in Equity (NAPE) National Defense Industrial Association (NDIA) NextG Alliance NFC Forum OAI OmniAir Consortium OpenRF ORAN PXI Systems Alliance SEMI Semiconductor Industry Association Semiconductors in America Coalition Society of Automotive Engineers STEM Education Coalition TechNet VDT Alliance Wireless Communication Alliance 3GPP 5G lab |
| 102-14 | Statement from senior decision-maker | 2022 Corporate Impact Summary Report, p. 2 | |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|---|---|
| 102-15 | Key impacts, risks, and opportunities | Materiality Assessment |
| 102-16 | Values, principles, standards, and norms of behavior | NI has a commitment to doing the right thing that stems from our 100-Year Plan, which helps us balance short-term business decisions with our long-term goals. This is supported by our core values: Be Bold. Be Kind. Be Connectors. Our behavior is guided by our own Code of Ethics (updated in 2022) which sets out expectations for all employees regarding ethical behavior and legal compliance. All employees are required to take annual training on the Code of Ethics. |
| 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 - Fair Disclosure |
| 102-18 | Governance structure | Leadership Board of Directors Committee Composition and Charters Corporate Governance Guidelines |
| 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 Executive Impact Council, Diversity Equity and Inclusion (“DEI”) Executive Council, and the management leaders and related working groups.</p> <p>Tabitha Upshaw, senior director of brand, reputation, and impact, leads Corporate Impact. Kazique Prince, director of diversity, equity, inclusion and belonging, leads DEIB.</p> |

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| 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 fourth quarter of 2021 included requesting calls with our top 20 institutional stockholders. The discussions held with those who accepted our invitation were directed primarily toward the resiliency of our business and important of our culture. Topics of discussion included (i) clarity of our growth strategy with focus on software and fast growing megatrends like 5G, autonomous and electric vehicles, and new technology for space innovation; (ii) elevation and progress of diversity initiatives since 2020; (iii) launch of our first Corporate Impact metrics report and (iv) our continued focus on environmental initiatives.</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 |
| 102-23 | Chair of the highest governance body | Proxy |
| 102-24 | Nominating and selecting the highest governance body | Proxy |
| 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 20, 2022. |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | Proxy |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|---|--|
| 102-29 | Highest governing body identifying and managing economic, environmental, and social impacts | Proxy |
| 102-31 | Highest governance body review of economic, environmental, and social topics | Proxy |
| 102-38 | Annual total compensation ratio | Proxy |
| 102-39 | Percentage increase in annual total compensation ratio | Proxy |
| 102-40 | List of stakeholder groups | <ul style="list-style-type: none"> Customers Employees Suppliers Shareholders Trade Organizations and Associations Local Communities |
| 102-42 | Identifying and selecting stakeholders | Materiality Assessment |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|--|--|
| 102-43 | Approach to stakeholder engagement | <p>In 2020, NI hired outside consultants experienced in conducting materiality assessments to determine which stakeholders to engage with and which questions needed to be asked to gain insight into the most important environmental, social and economic issues facing NI.</p> <p>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 over 30 external and reputable resources.</p> <p>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.</p> |
| 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 | <p>All data being reported is global NI data unless otherwise noted.</p> <p>Most environmental data includes NI's top 14 sites, which represent 77% of all NI employees.</p> |
| 102-47 | List of material topics | Materiality Assessment |
| 102-49 | Changes in reporting | <p>NI is continuing to report on the information that demonstrate progress towards the company's Corporate Impact goals and commitments, including a set of core metrics for those goals and commitments along with a larger GRI Index and SASB table to provide a wider range of data encompassing the company's environmental, social and governance performance.</p> |
| 102-50 | Reporting period | <p>January 1 - December 31, 2022</p> |

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|--------------|--|--|
| 102-51 | Date of most recent report | NI's 2021 Impact Report and 2021 GRI Index and SASB table were published in the summer of 2022. |
| 102-52 | Reporting cycle | Annual |
| 102-53 | Contact point for questions regarding the report | Steve Roberts Head of Sustainability steve.roberts@ni.com |
| 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 |
| Economic | | |
| 201-1 | Direct economic value generated and distributed | 10-K |
| 201-2 | Financial implications and other risks and opportunities due to climate change | See TCFD Analysis |

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|--------------|--|---|
| 201-3 | Defined benefit plan obligations and other retirement plans | <p>See 10-K</p> <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 the IRS maximum qualified medical expense - Limited-Use Flexible Spending Account: This account complement's NI's HSA. Employees can contribute up to the IRS maximum 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. |
| 202-1 | Ratios of standard entry-level wage by gender compared to local minimum wage | <p>NI tracks the ratio of entry level wages to minimum wage at manufacturing operations:</p> <p>Hungary: (Female: 108%, Male: 108%)</p> <p>Malaysia: (Female: 106%, Male: 106%)</p> |
| 202-2 | Proportion of senior management hired from the local community | <p>Three executive hires in 2022. 66% were hired from the local community.</p> |

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| 203-1 | Infrastructure investments and services supported | 10-K |
| 204-1 | Proportion of spending on local suppliers | Approximately 11.03% 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. |
| 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, gifts entertainment, and other relevant topics.</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 - Fair disclosure |
| 205-3 | Confirmed incidents of corruption and actions taken | NI had no confirmed incidents of corruption in 2022. |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 10-K |

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|---------------|--|--|
| Environmental | | |
| 301-2 | Recycled input materials used | Percentage of primary product materials sourced from recycled content: 5%-40% scrap material used for die cast parts. Percentage of primary packaging sourced from recycled-input materials: 35% average |
| 302-1 | Energy consumption within the organization | 44,354,479 kwh (top 17 sites - 85% of employees) |
| 302-3 | Energy intensity | 26,768 kWh / \$1 million revenue |
| 302-4 | Reduction of energy consumption | 4% increase in electricity use from 2021 |
| 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 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> |

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|--------------|--|---|
| 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) in Debrecen 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 | 34,080,493 gallons |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas | <p>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 home to several native wildlife species, including deer, foxes, heron and different birds. More than 60% of the campus is in its original, natural state with a healthy functioning ecosystem.</p> |

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|--------------|---|--|
| 304-2 | Significant impacts of activities, products, and services on biodiversity | <p>NI Austin: 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.</p> <p>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> <p>NI Debrecen: 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 13 bird nesting boxes in the site's small forest, which is also home to European hares. A bird table has been installed to feed the birds during the winter.</p> <p>NI Penang: 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.</p> |
| 304-3 | Habitats protected or restored | <p>The NI in Debrecen has installed additional bird nesting boxes in the small forest on its property to provide nesting sites for birds in spring and summer and a night roost in winter. Here are currently 13 bird nest boxes. A bird table has been installed to feed the birds during the winter. Three insect hotels were also installed on the Debrecen campus.</p> |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|--|---|
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | <p>NI operations do not pose any significant impacts on local endangered species.</p> <p>The following are total number of IUCN Red List species and national conservation list species with habitats within 2,000 square kilometers of NI's largest sites.</p> <p>Penang, Malaysia:</p> <ul style="list-style-type: none"> - Critically endangered: 35 - Endangered: 98 - Vulnerable: 249 - Near threatened: 293 - Least concern: 2,814 <p>Debrecen, Hungary:</p> <ul style="list-style-type: none"> - Critically endangered: 6 - Endangered: 10 - Vulnerable: 35 - Near threatened: 37 - Least concern: 753 <p>Austin, Texas:</p> <ul style="list-style-type: none"> - Critically endangered: 2 - Endangered: 10 - Vulnerable: 11 - Near threatened: 20 - Least concern: 827 |
| 305-1 | Direct (Scope 1) GHG emissions | 906 CO2mte (metric tons of carbon dioxide equivalent) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 15,458 CO2mte (market-based) |
| 305-3 | Other indirect (Scope 3) GHG emissions | 186,461 CO2mte |
| 305-4 | GHG emissions intensity | 122 CO2mte/\$1 million revenue |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|--|---|
| 305-5 | Reduction of GHG emissions | <p>2021 versus 2022 GHG Emissions (market-based):</p> <p>Scope 1: Decrease 28%</p> <p>Scope 2: Decrease 3%</p> <p>Scope 3: Decrease 27%</p> <p>Total Scope 1–3: Decrease 26%</p> |
| 306-1 | Waste generation and significant waste-related impacts | <p>Production procedures, packaging supplies, and workplace activities are the main sources of solid waste creation at NI.</p> <p>The following are the main waste-related sources found in our operations:</p> <ul style="list-style-type: none"> • Landfill disposal: Some of our non-hazardous trash is disposed of in landfills, which uses up landfill space and emits greenhouse gases. • Hazardous waste: NI disposes of all hazardous waste properly to follow all regulations and ensure no threats to both the environment and human health. • Production Resource Consumption - The use of resources in production which can lead to excess material from product development and packaging as well as incoming packaging from suppliers • Office Building Waste - General office building waste from everyday activities such as paper, supplies, supplier packaging and food waste from office cafes |
| 306-2 | Management of significant waste-related impacts | <p>NI has thoroughly evaluated its waste generation and has discovered significant waste-related impacts across our operations. In 2022, NI employees led an onsite waste audit to identify the key sources of materials and opportunities to reduce the amount of waste, increase recycling efforts and waste diversion.</p> <p>NI is dedicated to minimizing its environmental impact and moving towards zero waste, and has set a goal to become zero waste in all company-owned facilities by 2030.</p> <p>NI has a Zero Waste working group that meets monthly to review waste metrics, share best practices and review opportunities to continue to increase our waste diversion rate.</p> |

| GRI Standard | Description | 2022 Location/Direct Response | |
|--------------|------------------------------|---|---|
| 306-3 | Waste generated | <p>73% diversion rate (at all NI-owned sites)</p> <p>NI Austin Reuse: 39.6 tons Recycling: 464 tons Compost: 63.6 tons Incineration: 0 tons Landfill: 289 tons Diversion Rate: 66.2%</p> <p>NI Hungary Reuse: 3.7 tons Recycling: 178.6 tons Compost: 46.9 tons Incineration: 2.8 Landfill: 56.6 tons Diversion Rate: 80.2%</p> | <p>NI Penang Reuse: 1.4 tons Recycling: 218.8 tons Compost: 46.1 tons Incineration: 0 tons Landfill: 51.6 tons Diversion Rate: 83.8%</p> <p>NI U.K. Reuse: 0 tons Recycling: 1.2 tons Compost: 0 tons Incineration: 0 tons Landfill: 1.5 tons Diversion Rate: 43%</p> |
| 306-4 | Waste diverted from disposal | <p>NI Austin Recycling and Compost: 566.8 tons Diversion Rate: 66.2%</p> <p>NI Hungary Recycling and Compost: 229.2 tons Diversion Rate: 80.2%</p> | <p>NI Penang Recycling and Compost: 266.3 tons Diversion Rate: 83.8%</p> <p>NI U.K. Recycling and Compost: 1.2 tons Diversion Rate: 43%</p> |
| 306-5 | Waste directed to disposal | <p>NI Austin Landfill: 289 tons</p> <p>NI Hungary Landfill: 56.6 tons</p> | <p>NI Penang Landfill: 51.6 tons</p> <p>NI U.K. Landfill: 1.5 tons</p> |

| GRI Standard | Description | 2022 Location/Direct Response | | |
|--------------|--|--|---|---|
| Social | | | | |
| 401-1 | New employee hires and employee turnover | Gender Group Female Male Region Hire Headcount AMER APAC EMEA Grand total Age group 20 and 29 30 and 39 40 and 49 50 and 59 60 and Over Age group 20 and 29 30 and 39 40 and 49 50 and 59 60 and Over Gender Female Male Region AMER APAC EMEA | Hire Rate (%) 15.85 14.71 Hire Headcount 364 352.5 370 1085.5 Hire Rate (%) 24.31 12.84 11.42 24.91 30.51 Voluntary Headcount Turnover (%) 16.75 13.08 12.05 8.91 10.22 Voluntary Headcount Turnover (%) 12.13 13.74 Voluntary Headcount Turnover (%) 14.21 12.00 13.04 | Hire Headcount 354 681 Hire Headcount 121.5 117 61.5 52 13.5 Voluntary Termination Headcount 261 360 209 60 20 Voluntary Termination Headcount 271 636 Voluntary Termination Headcount 384 242 288 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | https://www.ni.com/en/about-ni/careers.html | | |

| GRI Standard | Description | 2022 Location/Direct Response |
|--------------|---|--|
| 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> |
| 403-1 | Occupational health and safety management system | <p>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.</p> |
| 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 ensures that employees are protected against reprisals. At some sites, EHS software is available for incident reporting and investigation.</p> |
| 403-3 | Occupational health services | <p>NI's two main manufacturing sites (NI Hungary and NI Penang) have occupational health services provided for employees. This entails a job aptitude test and annual examination in NIH. NI Penang has medical examination based on the recommendation from Occupational Health Doctor. Furthermore, an examination is performed whenever it is deemed necessary.</p> <p>The EHS Teams have reoccurring 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. It meets quarterly. NI Debrecen 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>Periodic 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> |

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| 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. 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>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>NI completed a successful first year for international employee engagement on the NI Thrive platform which launched in late 2021.</p> <p>KPI Enrollment EOY 2022:</p> <ul style="list-style-type: none"> - US: 44% (goal 40%) - Global: 37% (goal 35%) <p>KPI Engagement:</p> <ul style="list-style-type: none"> - US: 48% (goal 40%) - Global: 49% (goal 35%) |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <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> |

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| 403-10 | Work-related ill health | Number of cases of work-related ill health: NI Austin: 0 NI Debrecen: 0 NI Penang: 1 (ergonomics case) NHR: 0 Number of fatalities as a result of work-related ill health: NI Austin: 0 NI Debrecen: 0 NI Penang: 0 NHR: 0 |
| 403-9 | Work-related injuries | NI Austin: 2 NI Debrecen: 2 NI Penang: 3 NHR: 3 |
| 404-1 | Average hours of training per year per employee | 16.44 hours per FTE |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Generation NI provides: - DEIB-focused recruitment for new grad and intern/apprentice positions - a shared enterprise-wide new graduate onboarding experience (Generation NI Onboarding) - internship onboarding, skill development programming, and project frameworks - a role-specific development framework for functions to build upon - operation of XRP Self-Leader Program: With this program, we equip the IC2 and IC3 level employees with the tools to develop their personal impact, increase their influence, build their capabilities and take control of their careers. This 12-month course is designed to focus on the development of successful leadership skills. Over the course of one year, they learn through a blended approach, combining different techniques. They can learn from formal training, from other people, and from other activities (group/individual/suggested activities) and debrief meetings. The learning journey that the participants go through: - Understanding Self-Leadership - Setting Yourself Up for Success - Achieving Business Results - Customer Centricity/Delivering Customer Results - Developing Self/Others - Driving Personal/Team Success |

| GRI Standard | Description | 2022 Location/Direct Response |
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| | | <p>LEAD for Managers Program: The main objective of this program is to help managers develop the skills and capabilities needed to become an effective leader 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>LEAD for ICs: This 1.5 year blended learning journey is targeted to employees operating in roles where they accomplish work by influencing vs. direct management reporting. This program is ideal for ICs who are expected to coach, mentor, or lead cross-functional teams those doing cross-functional or complex project management. LEAD for IC's will help participants:</p> <ul style="list-style-type: none"> - Understand the personal needs inherent in interactions as well as effective methods for conducting one-to-one or one-to-many discussions - Apply learning from the course through interactive skill practices - Complete personal planners for their continued success <p>Advanced Business Leadership Experience (ABLE): This is a 6-month experience, specially designed to accelerate time to proficiency for new Directors and ensuring that they have the skills, perspective, and insights to be successful. Program objectives include:</p> <ul style="list-style-type: none"> - Accelerated time to proficiency for new Directors and ensuring that they have the skills, perspective, and insights to be successful. - Participants discover their leadership strengths, develop their potential to lead and build the confidence to succeed in strategic positions - Directors understand the business strategy and their role in its execution - Directors are viewed as custodians of the NI culture, and role models for DEI <p>Executive Coaching Solutions: NI offers packages from two different providers. 6-month virtual coaching with unlimited access to virtual coach. Enrollment for this package is twice a year. Traditional 1x1 executive coaching - 6 month virtual and/or in person, 26 1-hour sessions over 6 months, flexibility on start and end dates.</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>Pluralsight: Pluralsight offers over 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: Business English language and cultural communications training, that is delivered by virtual classroom learning via highly qualified trainers and engaging e-learning modules. This help employees develop the skills they need to acquire in an intercultural environment."</p> |

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| 404-3 | Percentage of employees receiving regular performance and career development reviews | 99.6% | | | |
| 405-1 | Diversity of governance bodies and employees | Board 25% Women 13% Minority/Underrepresented | | | |
| 405-2 | Ratio of basic salary and remuneration of women to men | Category VP and above Director Manager Professional IC Support Technician | Hungary n/a n/a 93% 97% 102% 96% | Malaysia n/a 93% 98% 98% 101% 92% | U.S. 96% 100% 100% 99% 104% |
| 406-1 | Incidents of discrimination and corrective actions taken | NI has had no confirmed incidents of discrimination (and thus no corrective actions taken) in 2022 | | | |
| 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. | | | |
| 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. | | | |

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| 411-1 | Incidents of violations involving rights of indigenous peoples | None |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <p>In Austin, NI participates in the Transit Forward initiative aimed at advancing regional public transportation efforts. We also held the event "Rooted in Sustainability: Austin FC + Q2 Stadium" as an opportunity to educate about the sustainability efforts at the home of the MLS Austin FC soccer team.</p> <p>NI Debrecen: On 7 August, 2022 three more companies and institutions became Life Saving Points in Debrecen. Representatives of HBZ Ltd, Aquaticum Debrecen Thermal and Wellness Hotel and Deri Museum received certificates from the National Ambulance Service (OMSZ) and defibrillator devices from companies in the Munkacsy Hall of the Museum. The Deri Museum was able to purchase the device thanks to a donation of 600.000 Ft from NI.</p> <p>NI Penang: The site conducts periodic environmental monitoring as mandated by local regulatory requirements.</p> |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | The NI sites don't have significant impacts on local communities and there are no identified potential significant negative impacts on local communities. |
| 415-1 | Political contributions | None |

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| 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 Product and Trade Compliance teams.</p> <p>NI has labeling rules in two categories: products/systems and components. For components, NI follows various labeling specifications that define how suppliers will label each component and these are defined in the component information in NI's PLM tool. For products and systems, NI follows hardware product marking specifications which are owned by the Compliance teams.</p> <p>Both of these specifications include general information such as the Waste Electrical and Electronic Equipment (WEEE) marking which is related to recycling, as well as a modular product label that is added per the hardware Product Marking Guide which includes additional label content like model name/description, input range, symbol 14 alert, and anything else required for specific products.</p> <p>There are other processes owned by NI technical writers such as the Safety, Environmental, and Regulatory Information (SERI) documents that contain important safety and operation instructions for a product and are created and included with a shipping kit.</p> |
| 417-2 | Incidents of noncompliance concerning product and service information and labeling | NI did not have any labeling-related observations or nonconformances observed by an external entity, registrar, or customer in 2022. |
| 417-3 | Incidents of noncompliance concerning marketing communications | None |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | NI has not had any substantiated complaints on breaches or loss of customer personal data in 2022. |
| 419-1 | Noncompliance with laws and regulations in the social and economic area | 10-K |