

National Instruments Corporation
Environmental Compliance Plan
Adopted by the NI Board of Directors

I. POLICY

National Instruments Corporation's Manufacturing Operations is committed to maintaining an environmental management system that complies with all applicable legal environmental regulations and other requirements, prevents pollution, and continually improves environmental performance through regular reviews of environmental goals, objectives, and targets.

II. GOALS, OBJECTIVES AND TARGETS

To identify significant environmental aspects related to its manufacturing processes and establish and maintain documented objectives and targets at each relevant function and level within the company.

- a. To avoid the release or discharge ("Release") by the Company of any Hazardous Substance (as defined in any statute, regulation, or ordinance, including Exhibit A – Applicable Environmental Laws and Regulations in the United States, Exhibit B – Applicable Environmental Laws and Regulations in Hungary, and Exhibit C – Applicable Environmental Laws and Regulations in Malaysia) (“Environmental Laws”) except in accordance with any applicable permits issued by a governmental authority having jurisdiction; and
- b. To the extent any such Release does occur, to provide such notice of the same to appropriate governmental authorities and to take such steps to remediate the same, as are consistent with Environmental Laws and common sense.

III. MANAGEMENT REPRESENTATIVE

- c. Management shall appoint at least one specific management representative from manufacturing operations who, irrespective of other responsibilities, shall have defined roles, responsibilities and authority for:

Ensuring that environmental management system requirements are established, implemented and maintained in accordance with the approved management model;

Reporting on the performance of the environmental management system to top management for review and as a basis for improvement of the environmental management system.

Prepare environmental management system performance metrics for periodic review by the Management Representative and senior management to ensure continuing suitability, adequacy, and effectiveness of this Environmental Compliance Plan.

- d. The management representative(s) will be identified by name to the Board of Directors and throughout the Company and its subsidiaries. While the person(s) serving as the management representative may change, from time to time, the position of management representative shall be filled continuously.

ENVIRONMENTAL MANAGEMENT SYSTEM SITE COORDINATORS

- e. Management shall appoint at least one responsible and qualified employee for each manufacturing location including California as the Environmental Management System (EMS) Coordinator for the site (the "EMS Coordinator") who, irrespective of other responsibilities, shall have defined roles and responsibilities and authority for:

Maintaining the daily operations of the environmental management system in accordance with the approved management system model. This includes identifying and complying with requirements of Environmental Laws and obtaining and maintaining required permits, registrations, and associated documents.

Evaluating new manufacturing processes or changes to current processes that may create new environmental aspects. Any new or changed aspects will be further evaluated to determine their impact on the environment.

Preparing an annual Environmental Compliance Report for presentation to the Board of Directors' Audit Committee. The report shall be completed and presented to the General Counsel on or before January 31 of every year.

- f. While the person(s) serving as EMS Coordinator(s) may change, from time to time, the position of EMS Coordinator shall be filled continuously for each manufacturing site. The Management Representative may be allowed to also serve as the Environmental Coordinator for not more than one manufacturing site.

IV. TRAINING

Management shall provide such training to the EMS Coordinator(s) as shall be reasonably necessary for the EMS Coordinator(s) to be knowledgeable and current as to the requirements of Environmental Laws in the context of the Company's normal operations at their manufacturing site. The Company shall provide appropriate training to Company employees involved in handling compliance issues related to environmental impacts associated with operating manufacturing processes.

V. REPORTING

- g. All employees of the Company are authorized, directed and encouraged to report directly to Counsel (at (512) 683-5713) any violations by the Company of any Environmental Law or any Release of any Hazardous Substance. Counsel is instructed to take such steps as are reasonably necessary to determine the obligations

of the Company to report any violation of an Environmental Law or any Release of Hazardous Substance, and to consult with and advise the Management Representative with respect to the same. Management is directed to report promptly to the Audit Committee any environmental matters which could have a material effect on the financial position or results of operation of the Company or which might need to be disclosed in the Company financial statements.

- h. Counsel shall brief the Audit Committee not less frequently than annually on the status of the Company's compliance with Environmental Laws.

Exhibit "A"

1. Manufacturing Facility Community Right-to-Know Act, 25 Tex. Admin. Code § 295; Health and Safety Code, Chapter 505; and Federal Emergency Planning and Community Right-to-Know Act, 42 U.S.C. § 11001-11050; 40 C.F.R. § 355, 370, 372
3. *Federal Pollution Prevention Act*, 42 U.S.C. § 133; 40 C.F.R. § 372; *State Waste Reduction Policy Act*, Texas Health and Safety Code, Chapter 361 § 501 - 509; 30 Tex. Admin. Code, Chapter 335 Subchapter Q
4. *Texas Toxic Chemical Release Reporting Act*, Texas Health and Safety Code, § 370 *et seq.*
5. *Texas Used Oil Collection Management and Recycling Act*, 30 Tex. Admin. Code § 371 *et seq.*; § 324; 40 C.F.R. § 279
6. *Texas Radiation Control Act*, Texas Health and Safety Code, § 401 *et seq.*; 25 Tex. Admin. Code § 289
7. *City of Austin Hazardous Materials*, Texas Code of Ordinances (Austin): Volume I, Title 6; Chapter 6-2
8. *City of Austin Zoning Ordinance No. 970814*, Texas Code of Ordinances (Austin)
9. *Federal Oil Pollution Act*, 33 U.S.C. Chapter 40 § 2701 *et seq.*; 40 C.F.R. § 112

Exhibit "B"

1. Act LIII of 1995, on the general rules of the protection of the environment
2. Act LIII of 1995, on the protection of the environment
3. Act LVI, on the environmental product fee and the environmental product fee of certain products
4. Government Decree No. 53/2003 (IV.11.), on the conditions of the exemption from the environmental product fee, the reclaiming and assumption of the environmental product fee
5. Government Decree No. 358/2008 (XII. 31.), rules on the industrial and service activities subject to plant permission
6. Act LXXXIX of 200, on the environmental load fee
7. Government Decree No. 270/2003 (XII. 24.), on the rules of reclaiming the environmental load fee, on the calculation of the quantity of emitted materials and the reversion of the payment of the fee
8. Government Decree No. 78/2007 (IV.24.), on the general environmental registry
9. Government Decree No. 72/2007 (IV. 24.), on the other costs incurred in the course of the official proceedings related to environmental water affairs
10. Ministry of Environmental and Water Affairs Decree No. 33/2005 (XII. 27.), on the official fee of the environmental, nature and water protection proceedings
11. Act XLIII of 2000, on waste management
12. Ministry of Environmental and Water Affairs Decree No. 21/2008 (VIII. 30.), on the detailed rules of the treatment batteries, accumulators and their waste
13. Government Decree No. 98/2001 (VI. 15.), on the conditions of the activities related to hazardous waste
14. Ministry of Environmental Affairs Decree No. 16/2001 (VII. 18.), on the register of wastes
15. Government Decree No. 94/2002 (V. 5.), on the packaging and on the detailed rules of the treatment of packaging waste
16. Government Decree No. 126/2003 (VIII. 15.), on the detailed criteria of the waste management plans
17. Government Decree No. 164/2003 (X. 18.), on the obligation of keeping the registry of and supplying data on waste
18. Government Decree No. 264/2004 (IX. 23.), on the take back of the waste of electric and electronic equipments
19. Ministry of Environmental and Water Affairs Decree No. 15/2004 (X.8.), on the detailed rules of the treatment of the waste of electric and electronic equipments
20. Government Decree No. 306/2010 (XII. 23.), on the protection of air

21. Ministry of Country Development Decree No. 6/2011 (I. 14.), on the rules of the examination control and evaluation of the load level of the air and the fixed air polluting sources
22. Ministry of Country Development Decree No. 4/2011 (I. 14.), on the limits of the load level of the air and on the emission limits of the fixed air polluting sources
23. Government Decree No. 310/2008 (XII. 20.), on the activities related to substances destroying the ozone layer and certain greenhouse effect gases containing fluorine
24. Ministry of Environmental Affairs No. 23/2001 (XI. 13.), on the technological emission limits of boilers with nominal ingoing heat performance between 140 kWth and 50 MWth
25. Act LVII of 1995, on water management
26. Ministry of Environmental and Water Affairs Decree No. 28/2004 (XII. 25.), on certain rules of the limits of the emission of water polluting substances and the rules of their application
27. Government Decree No. 38/1995 (IV. 5.), on the public drinking water supply and the public sewage disposal
28. Government Decree No. 219/2004 (VII. 21.), on the protection of waters underneath the surface
29. Government Decree No. 220/2004 (VII. 21.), on the rules of the protection of the quality of surface waters

Exhibit “C”

1. Act A127, Environmental Quality Act 1974 (Act A1315 – Environmental Quality (Amendment) Act 2007) relating to the prevention, abatement control of pollution and enhancement of the environment.
2. Environmental Quality (Clean Air) Regulations 1978 (Environmental Quality (Clean Air) (Amendment) Regulations 2000) relating to the air emission.
3. Environmental Quality (Scheduled Waste) Regulations 2005 relating to proper management of scheduled waste (hazardous waste).
4. Environmental Quality (Sewage) Regulations 2009 on proper licensing, operation, maintenance and performance monitoring of sewage treatment plant.
5. Environmental Quality (Industrial Effluent) Regulations 2009 on proper licensing, operation, maintenance and performance monitoring of industrial waste water plant.
6. Environmental Quality (Refrigerant Management) Regulations 1999 (Environmental Quality (Refrigerant Management) (Amendment) Regulations 2004) relating to the control of the handling of refrigerant environmentally hazardous substance.