



2023 SLAVERY AND HUMAN TRAFFICKING STATEMENT

Last Updated: Nov. 30, 2023

NVIDIA aims to unlock the benefits of accelerated computing, with all of its associated global benefits. Integral to this vision are NVIDIA's corporate responsibility commitments, including respecting and championing the human rights of our employees and ensuring all workers in our supply chain, contracting firms, and managed services are treated with respect and dignity. This statement describes the actions taken by NVIDIA Corporation and its subsidiaries during the fiscal year ended January 27, 2023, or Fiscal 2023, to prevent modern slavery and human trafficking in our business and supply chain.

NVIDIA STRUCTURE, BUSINESS AND OPERATIONS

NVIDIA pioneered accelerated computing to help solve the most challenging computational problems. Since our original focus on PC graphics, we have expanded to several other large and important computationally intensive fields. Fueled by the sustained demand for exceptional 3D graphics and the scale of the gaming market, NVIDIA has leveraged its GPU architecture to create platforms for scientific computing, artificial intelligence, or AI, data science, autonomous vehicles, or AV, robotics, metaverse and 3D internet applications. We specialize in markets in which GPU-based visual computing and accelerated computing platforms can provide improved output for applications: gaming, professional visualization, datacenter and automotive. NVIDIA is headquartered in Silicon Valley, California, in the United States, employs more than 27,000 people and has more than 95 offices around the world, including in the United Kingdom.

We do not directly manufacture our products. We utilize a manufacturing strategy for all of our products and systems whereby we employ world-class suppliers for all phases of the manufacturing process, including wafer fabrication, substrates, assembly, testing, and packaging. Our contract manufacturers and suppliers are also responsible for procurement of most of the raw materials used in the production and assembly of our products.

We also employ contractors and managed services for many engineering processes, facilities operations, and IT solutions.

POLICIES RELATED TO SLAVERY AND HUMAN TRAFFICKING

NVIDIA's Code of Conduct and corporate policies define our corporate governance, promote the interests of our stockholders, and establish common expectations within our company. Our Fiscal Year 2023 Code includes clear provisions regarding human rights and child labor, as well as supplier expectations. In it, we specify that we honor human rights including:

- Complying with applicable laws and respecting internationally recognized human rights where we operate;
- Not engaging in child labor; forced, bonded, or indentured labor; involuntary prison labor; slavery; trafficking of persons; or physical punishment;
- Supporting the rights of employees in our suppliers' operations; and
- Requiring our suppliers to comply with the Code of Conduct of the Responsible Business Alliance (RBA) and to align with other internationally recognized standards related to social and environmental responsibility.

Our Combatting Trafficking in Persons Policy defines prohibited acts of trafficking or related activities by NVIDIA employees, agents, subcontractors (including our suppliers), subcontractor employees, or their agents. We require that our employees report any activity inconsistent with this Policy to our Compliance Committee. Employees, subcontractors, or agents of NVIDIA who violate this Policy or related legal requirements will be subject to disciplinary action, including termination of employment or other relationship with NVIDIA.

We drive several of our supply chain initiatives through participation in the RBA, of which we have been a member since 2007. We have adopted the RBA Code of Conduct and integrated its elements into our program. The suppliers and contract manufacturers who manufacture and assemble our products are required to acknowledge and implement the RBA Code of Conduct, which includes a prohibition on forced, bonded, or indentured labor and human trafficking, to ensure that we address all aspects of responsible supply chain management.

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RISKS, DUE DILIGENCE PROCESSES AND EFFECTIVENESS

Due to the nature of our business model and our supplier manufacturing process, the risk of modern slavery and human trafficking within our own business operations is relatively low. Our exposure to the risk of citations for general labor and ethics violations is extremely low to nonexistent and we have a robust system for soliciting and rectifying confidential notifications on suspected labor or ethics issues.

Therefore, we view our supply chain as presenting the greater risk in respect of slavery and trafficking. To that end, we have engaged with suppliers through quarterly business reviews, and we have implemented a performance-based award system for suppliers that allocates points in their performance score for their efforts to participate in social and environmental initiatives. We measure compliance against RBA member requirements and RBA Code of Conduct for our suppliers and have conducted audits on our product lines since 2012. Aside from RBA engagement, we also participate in organizations focused on issues relevant to supplier responsibility, such as the Public-Private Alliance for Responsible Minerals Trade and the Association Connecting Electronics Industries.

Our two semiconductor wafer manufacturers and a main contract manufacturer for branded devices are members of the RBA. In Fiscal 2023, we screened 100% of new suppliers for environmental and social criteria, and maintained ongoing communication regarding environmental and social matters with 100% of our strategic suppliers (defined as those that produce or handle NVIDIA production material and those with which we engage in the QBR process.). We reviewed strategic suppliers' validated audit processes (VAP), which involves an end-to-end process, focused on validating the integrity of audit results, and engaged with suppliers on corrective action plans (CAP). Accordingly, we worked with suppliers to track working hours and to address and comply with "zero hiring" fees. We continue to monitor suppliers to ensure that they demonstrate effective processes to ensure conformance and report our progress through our Social Responsibility Report, which tracks NVIDIA's performance against RBA membership requirements.

Additionally, as part of our conflict minerals program, NVIDIA is a member of the Public Private Alliance for Responsible Minerals Trade (PPA) and the Responsible Minerals Initiative (RMI), formerly known as the Conflict-Free Sourcing Initiative. NVIDIA supports these on-the-ground programs aimed at reducing human rights risks, including forced labor. The PPA provides funding and coordination support to organizations working within the Democratic Republic of Congo and adjacent countries to develop verifiable conflict-free supply chains; align due diligence programs and practices; encourage responsible sourcing from the region; promote transparency; and bolster in-region civil society and governmental capacity. The RMI provides companies with tools and resources to make sourcing decisions that improve regulatory compliance and support responsible sourcing from conflict-affected and high-risk areas. The Responsible Minerals Assurance Process of the RMI offers companies and their suppliers an independent, third-party audit that determines which smelters and refiners can be validated as "responsibly sourced," in line with current global standards.

TRAINING

All NVIDIA employees are required to complete training, both upon hire and periodically during employment, on the NVIDIA Code of Conduct, which specifically includes our commitment to non-engagement in slavery and trafficking of persons. Relevant employees took several RBA e-Learning Academy courses and are engaged in RBA workgroups relevant to our supply chain operations.

SUMMARY

NVIDIA is committed to the highest standards of ethics and corporate social responsibility to prohibit slavery and trafficking in persons or related activities, and encourages our employees, suppliers, and business partners to join our commitment to promoting human rights.



NVIDIA.

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This statement has been approved by the undersigned member of the Board of Directors for and on behalf of NVIDIA Corporation, which is incorporated in Delaware.

A handwritten signature in black ink, appearing to read "Jensen Huang", written over a horizontal line.

Jensen Huang, CEO

Date: November 30, 2023