



NVIDIA
Sustainability Report
Fiscal Year 2024

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About This Report

Message From Our CEO



Dear NVIDIA Family, Partners, and Supporters, We are at a pivotal moment in history. NVIDIA's technological leaps in accelerated computing and generative AI are at the heart of a new industrial revolution, fundamentally reshaping industries by enhancing computing power and significantly advancing sustainability.

The era of generative AI is here, a testament to the accelerated computing architecture we envisioned years ago. Our breakthroughs have significantly reduced computing costs, giving rise to a new approach to software development—deep learning. This revolutionary method allows algorithms to write software that no human can by uncovering patterns and relationships in vast data sets to learn the structure and meaning of the data.

From steam-powered machines to electricity, then the production of software, each of the first three industrial revolutions produced something fundamentally new that transformed every industry and society. We are now on the cusp of making something previously unimaginable—digital intelligence. The generative AI revolution is

poised to impact every industry and enable a new era of productivity and sustainability by unlocking efficiencies and resource optimization across sectors. The fourth industrial revolution has begun, and the world is embracing NVIDIA's computing platform.

Our commitment to driving these changes is unwavering. Our innovations in AI and accelerated computing are setting new standards for environmental responsibility while powering a greener, more sustainable future.

NVIDIA Accelerated Computing Saves Energy

The era of CPU scaling that propelled the computer industry for decades is fading as computing demand skyrockets. Software pioneers have turned to NVIDIA-pioneered accelerated computing as the path forward. Accelerated computing is how to meet the massive demand for computing power sustainably and cost-effectively.

NVIDIA accelerated computing has reached an inflection point. NVIDIA is modernizing the world's trillion-dollar data center industry.

By accelerating workloads with NVIDIA GPUs operating in parallel, we exponentially increase throughput while driving down the total energy used to complete a task and, thus, the total cost of ownership. The energy savings are incredible.

Accelerated computing took workloads that previously required tens of thousands of general-purpose servers, consuming 10X to 20X more cost and energy and compressed it into something incredibly dense. Each GPU server is more costly and consumes more power, but an order of magnitude fewer servers are needed. So, there are enormous money and energy savings when we look at the actual work done or throughput. That is precisely why, as CPU scaling has slowed, we must transition to accelerated computing—we cannot continue scaling out the traditional way. Accelerated computing is essential.

NVIDIA Accelerated Computing Is Sustainable Computing

NVIDIA already powers the most energy-efficient supercomputers in the world, which scientists across various fields of science use to unravel the mysteries of the universe,



harnessing the immense computational power to simulate cosmic phenomena, decode genetic sequences, and predict climate patterns. The Green500 evaluates the world's leading supercomputers based on their computational might and energy efficiency. NVIDIA technologies power 7 of the top 10 systems on the latest Green500 list.

Data processing and management is a \$100 billion market and a top enterprise workload. NVIDIA CUDA GPUs accelerate the pervasive Apache Spark data processing engine. Benchmark studies show that NVIDIA accelerated Spark can reduce the carbon footprint of data processing by as much as 80% while delivering 5X average speedups and 4X reductions in computing costs.

Pandas is the world's leading data analytics library, used by nearly 10 million data scientists. Though easy to use, it runs only on CPUs, and performance suffers from slow processing speeds when working with large datasets. To address that, we recently announced that NVIDIA has accelerated Pandas up to 150X for the world's nearly 10 million Pandas users without requiring them to change their code. Considering the amount of data millions of data scientists process, the time and energy saved will be extraordinary.

Training AI Consumes Energy – Applying AI Saves Energy

Training AI foundation models requires a lot of computing power. These requirements will rise as increasingly complex models are trained on more data to make them smarter, more useful, and safer. The models are learning to be more factual and reason deeply to give safer, more thoughtful, and better-aligned responses. NVIDIA accelerated computing is reducing the cost and energy usage needed to train these foundational AI models with each new generation.

NVIDIA's new Blackwell platform is a perfect example. Blackwell empowers organizations worldwide to build and deploy real-time generative AI powered by large, trillion-parameter language models. But that is only half of the story. This groundbreaking platform also delivers up to an order of magnitude lower cost and energy consumption than its predecessor for model processing.

Training models are the start of AI. The investment in the cost and energy of training aims to create models that, when applied or inferencing, will help us discover better scientific, engineering, or operational solutions that conserve energy, time, and cost.

The right lens for evaluating AI costs and energy is longitudinal, not just training, but the long view across the entire lifecycle and downstream impact of the AI model created. The compounded benefits can be immense. When analyzed longitudinally, AI will be utterly transformative in driving industrial productivity and use less energy, time, and cost.

AI Drives Productivity, Eliminates Waste, Saves Energy

We are working with companies worldwide to apply AI's revolutionary capabilities to save energy.

Researchers use AI to discover safer, better-performing batteries that use fewer natural resources. Microsoft and Pacific Northwest National Laboratory used NVIDIA accelerated computing to screen over 32 million potential materials in approximately one week. They identified 18 promising candidates, including a new electrolyte material containing lithium and sodium ions. This new material reduces lithium usage by up to 70% compared to conventional batteries.

Energy companies are embracing AI to reduce operations' environmental footprint, automating labor-intensive tasks, and

enabling real-time intelligence at the grid edge. Portland General Electric is using NVIDIA AI inside electric meters to direct more renewable energy sources into the power grid, reduce power outages, accelerate recovery from storms, and ultimately decrease operational costs for the electrical grid.

Cadence creates AI chip design tools that speed development and help chips run faster, use less energy, and cost less. MediaTek, whose chips power over 2 billion connected devices, has already created a 5% smaller die and reduced power by 6% using this approach. That 6% energy savings will be enjoyed by millions of people. So, the amount of energy we will save for the world by designing better software, chips, and systems has a perpetual benefit to society.

AI Helps Us Adapt to Climate Change

One of AI's most exciting applications is our Earth-2 platform. By teaching an AI to recognize and predict weather patterns, NVIDIA's digital twin of our planet can predict atmospheric pressure, temperature, precipitation, wind speed and direction, and humidity at an unprecedented scale of two kilometers. Once the Earth-2 model



is trained, it can predict weather 1,000X faster and 3,000X more energy-efficiently than traditional physics models.

We want Earth-2 to be available to researchers everywhere, so we made APIs available via our DGX Cloud. This advances climate research and contributes to environmental sustainability by reducing the need for physics simulations on supercomputers and their associated carbon footprint.

Earth-2 also democratizes high-resolution weather prediction and improves predicting and tracking severe storms to mitigate economic impacts. The Weather Company and the Central Weather Administration of Taiwan plans to use Earth-2 to catalyze proactive decision-making, guiding companies, organizations, and nations in answering what-if scenarios and anticipating unprecedented weather to enable actionable outcomes, spanning policy formulation, urban development, and infrastructure planning.

An Operating System for Industrial Digitalization

Earth-2 is an example of a digital twin that models and predicts complex physical and dynamical systems. Earth-2 runs in NVIDIA Omniverse, a powerful virtual world simulation engine where computer graphics, physics, and AI intersect.

We created Omniverse to represent and model the physical world so that engineers can develop AIs and robotic systems that can understand and operate in industrial applications. Inside Omniverse, companies can operate and optimize digital twins of their physical infrastructures, such as factories, warehouses, farms, and processing plants. These virtual replicas enable businesses to identify areas for improvement and reduce costs, material consumption, and energy usage—all critical factors in achieving sustainability goals.

The world's heavy industries represent a staggering \$100 trillion in value and are responsible for a significant portion of global energy consumption. NVIDIA can profoundly impact sustainability efforts by digitalizing these industries through Omniverse and leveraging the power of generative AI.

A Computing Platform Shift – A New Industrial Revolution

NVIDIA accelerated computing has reached a tipping point. Industry is urgently adopting NVIDIA as the same architecture is needed to save energy, time, and cost, as well as for generative AI. The combination of accelerated computing and generative AI drives a complete full-stack computing platform shift transforming every industry.

The new computing stack, generative AI, has fundamentally changed how computers work—from instruction-driven to intention-driven computers. Generative AI changes how we use computers—from searching and retrieving pre-packaged content to interacting with real-time generated information unique for every context. Generative AI is transforming the computer industry that produces software into one that manufactures digital intelligence. Most importantly, generative AI is a new tool for scientists and engineers to discover solutions for previously intractable challenges—to create a sustainable future.

I am incredibly proud of the strides we are making together—our team, partners, and global community. Thank you for joining us on this transformative journey. Together, we are setting new standards for what technology can achieve for the planet and future generations.

Jensen Huang,
CEO and Co-Founder, NVIDIA



Introduction

FY24 Highlights



About NVIDIA

29,600

Employees globally

36

Countries NVIDIA operates in globally

#2

On Glassdoor's list of best employers



Climate and Efficiency

76%

Renewable electricity in FY24

20X

Energy efficiency of NVIDIA Blackwell GPUs over CPUs for certain AI and HPC workloads

#1

Supercomputer on the June 2024 Green500 is powered by NVIDIA



People, Diversity and Inclusion

50%

Board of Directors is racially or gender diverse

1,000

Employees participated in our mentorship program

2.7%

Overall turnover rate, compared to the semiconductor industry average of 17.7%



Product Value Chain

60%

Scope 3 category 1 GHG emissions covered in supplier engagement efforts

93%

Suppliers audited in the past two years

90%+

NVIDIA GPU systems packaging was recyclable materials by weight



About NVIDIA

NVIDIA pioneered accelerated computing to help solve the most challenging computational problems. NVIDIA is a full-stack computing infrastructure company with data center-scale offerings that are reshaping industry.

Our full stack includes the foundational CUDA programming model that runs on all NVIDIA GPUs, as well as hundreds of domain-specific software libraries, software development kits, and application programming interfaces. This deep and broad software stack accelerates the performance and eases the deployment of NVIDIA-accelerated computing for computationally intensive workloads such as AI model training and inference, data analytics, scientific computing, and 3D graphics. It enables vertical-specific optimizations to address industries ranging from healthcare and telecom to automotive and manufacturing.

Our data center-scale offerings are comprised of compute and networking solutions that can scale to tens of thousands of GPU-accelerated servers interconnected to function as a single giant computer. This type of data center architecture and scale is needed for the development and deployment of modern AI applications.

The GPU was initially used to simulate human imagination, enabling the virtual worlds of video games and films. Today, it also simulates human intelligence, enabling a deeper understanding of the physical world. Its parallel processing capabilities, supported by thousands of computing cores, are essential for deep learning algorithms. This form of AI, in which software writes itself by learning from large amounts of data, can serve as the brain of computers, robots, and self-driving cars that can perceive and understand the world. GPU-powered AI solutions are being developed by thousands of enterprises to deliver services and products that would have been immensely difficult or even impossible with traditional coding. Examples include generative AI—which can create new content such as text, code, images, audio, video, and molecule structures—and recommender systems, which can suggest highly relevant content such as products, services, or ads using deep neural networks trained on vast datasets that capture user preferences.

NVIDIA has a platform strategy, bringing together hardware, systems, software, algorithms, libraries, and services to create unique value for the markets we serve. While the computing requirements of these end markets are diverse, we address them with

a unified underlying architecture leveraging our GPUs and networking and software stacks. The programmable nature of our architecture allows us to support several multi-billion-dollar end markets with the same underlying technology by using a variety of software stacks developed either internally or by third-party developers and partners. The large and growing number of developers and installed base across our platforms strengthens our ecosystem and increases the value of our platform to our customers.

Innovation is at our core. We’ve invested over \$45.3 billion in research and development since our inception, yielding inventions that are essential to modern computing. Our invention of the GPU in 1999 sparked the growth of the PC gaming market and redefined computer graphics. With our introduction of the CUDA programming model in 2006, we opened the parallel processing capabilities of our GPU to a broad range of compute-intensive applications, paving the way for the emergence of modern AI. In 2012, the AlexNet neural network, trained on NVIDIA GPUs, won the ImageNet computer image recognition competition, marking the “Big Bang” moment of AI. We introduced our first Tensor Core GPU in 2017, built from the ground up for the new era of AI, and our first autonomous driving system-on-chips, or SoC,

in 2018. Our acquisition of Mellanox in 2020 expanded our innovation canvas to include networking and led to the introduction of a new processor class—the data processing unit, or DPU. Over the past five years, we’ve built full software stacks that run on top of our GPUs and CUDA to bring AI to the world’s largest industries, including the NVIDIA DRIVE stack for autonomous driving, Clara for healthcare, and Omniverse for industrial digitalization; and introduced the NVIDIA AI Enterprise software—essentially an operating system for enterprise AI applications. In 2023, we introduced our first data center CPU, Grace, built for giant-scale AI and high-performance computing.

NVIDIA’s sustainability reporting follows our fiscal calendar; FY24 data corresponds to the period January 30, 2023, to January 28, 2024.

Sustainability Governance

We assess corporate sustainability impacts to identify our key social and environmental impacts, leveraging stakeholder expectations, market trends, and risks as well as opportunities in the process. We plan to conduct a double-materiality assessment, assessing sustainability issues based on both financial and impact materiality, by the end of our fiscal year ending January 26, 2025.



The determination of sustainability topics to be covered in our report reflects the assessment of our impacts, stakeholder expectations, and frameworks and initiatives such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the Task Force for Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDG). These topics reflect our values, social and environmental contributions, as well as matters we believe are essential to our continued business success.

The Nominating and Corporate Governance (NCG) Committee of our Board of Directors (Board) is responsible for reviewing and discussing with management our policies, issues, and reporting related to sustainability, including overall sustainability strategy, risks and opportunities, and related programs and initiatives. Our Corporate Sustainability team updates the NCG Committee at least semiannually on these topics, as well as pertinent regulations and stakeholder inputs, and gathers feedback from the NCG Committee on issues such as climate change, human rights, and diversity and inclusion. The Corporate Sustainability team also reports on sustainability issues to the full Board annually.

In FY24, we formally launched a Corporate Sustainability Steering (CSS) Committee comprised of members of our executive leadership team. The CSS Committee is responsible for overseeing and providing input on our sustainability strategy and program.

Feedback from the Board, the NCG and CSS Committees, along with specific input from our executive team, helps to determine the focus and scope of our sustainability strategy and program.



Societal Impact

AI represents the most profound technological shift in our era, touching virtually every industry, including robotics, cybersecurity, finance, healthcare, transportation, retail, and customer service. NVIDIA accelerates this revolution by creating advanced computing tools that serve as open platforms for developers, researchers, and data scientists to innovate in these areas.

We aim to improve outcomes for everyday people while tackling future challenges by delivering new technologies and workforce training programs to enhance industrial development and advance generative AI research. We believe our technology can spur economic growth, create good-paying jobs and improve the health and well-being of people globally.

Healthcare

NVIDIA invented accelerated computing two decades ago to solve problems that were beyond the reach of existing systems. NVIDIA technology enables healthcare institutions to harness the power of AI and HPC to reinvent drug discovery, surgery, medical imaging, and wearable devices.

Researchers can use accelerated computing to virtually model millions of molecules and screen hundreds of potential drugs simultaneously and AI to help discover and develop drugs faster and at a lower cost. Generative AI models can propose designs for candidate molecules and predictive models to evaluate designs, bridge the gap between lab experiments and computational algorithms, and accelerate drug discovery pipelines to improve patient outcomes and save lives.

AI and accelerated computing are unlocking new possibilities in genome sequencing workflows, which help clinicians diagnose critically ill patients or researchers to discover new drug targets. HPC can accelerate genome analysis to help identify rare diseases and bring tailored therapeutics to market faster, advancing the journey to precision medicine.

Climate Action

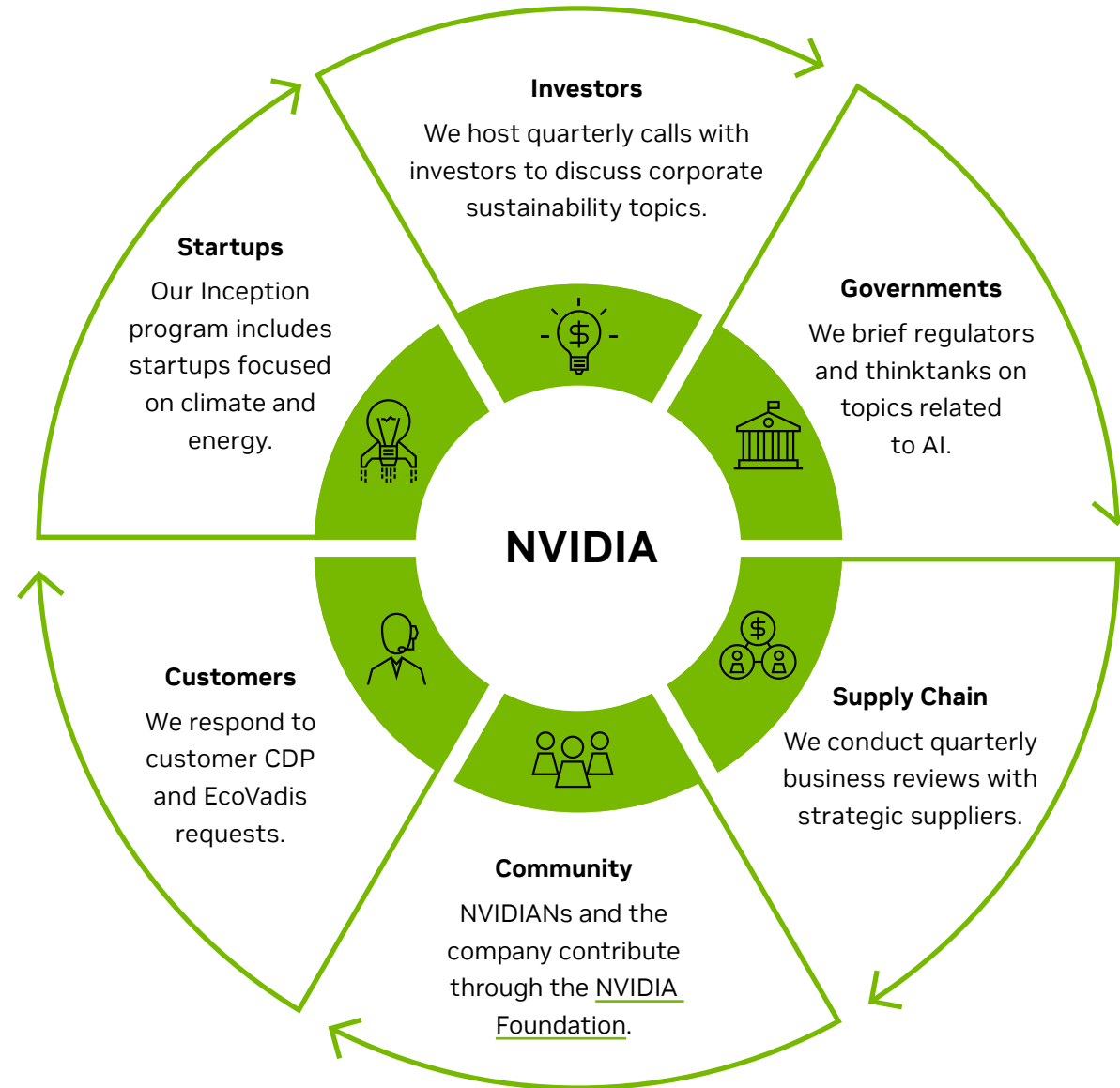
NVIDIA's AI technologies can transform climate research and help the world mitigate and adapt to the impacts of climate change. Our Earth-2 initiative aims to harness AI and high-performance computing to unlock the potential of vast quantities of climate data to inform decision-making.



The increased frequency and severity of extreme weather and climate events underscores a critical need for accurate weather forecasting, especially with the rise in severe weather occurrences such as blizzards, hurricanes, and heatwaves. As extreme-weather events occur with greater frequency and, often, with little warning, meteorology centers can use accelerated computing to generate more accurate, timely forecasts that improve readiness and response.

In addition to powering climate and weather simulations, AI is accelerating the energy transition by making industrial-scale renewable energy more efficient and economically viable. AI can also optimize solar and wind farms, enhance power grid reliability and resilience, advance carbon capture, and power fusion breakthroughs.

NVIDIA led a climate tech engagement during the APEC CEO Summit, which included hosting women-led climate startups at HQ, judging the APEC Catalyst Pitch Competition, and demoing AI technologies like Earth-2 to the U.S. State Department and thinktank SCSP.



Our approach to stakeholder engagement.

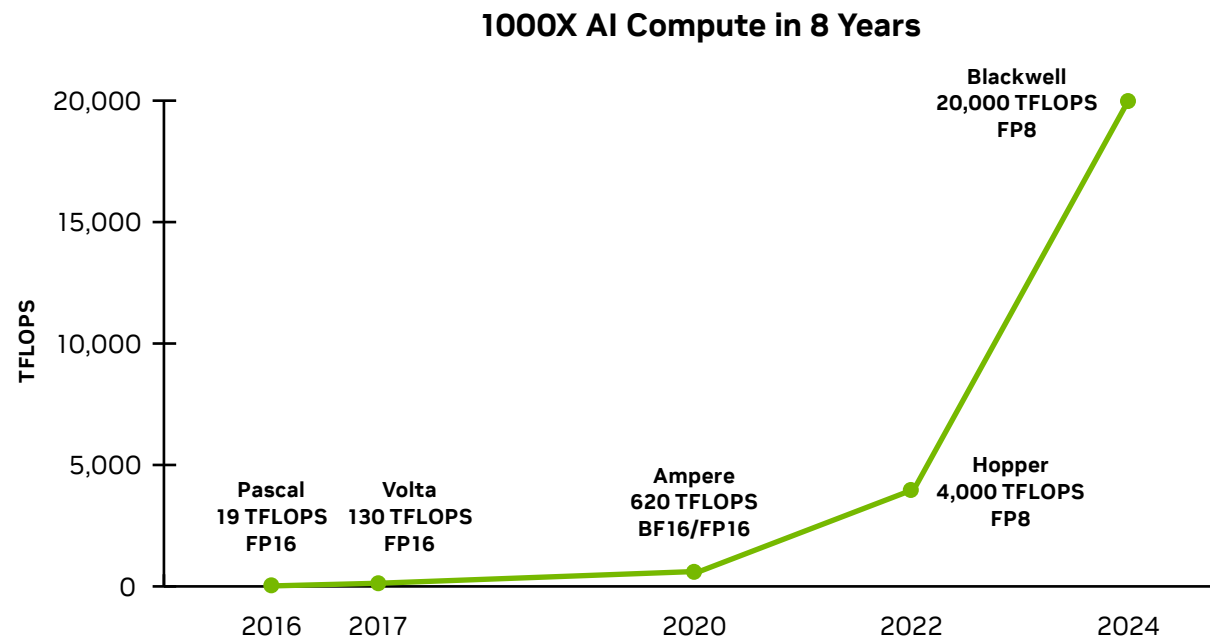
Climate and Efficiency

Product Energy Efficiency

Improving performance and energy efficiency is a principal goal in each step of our research, development, and design processes. We develop hardware, software, and networking technology to improve performance and energy efficiency, helping our customers solve problems and decrease emissions intensity.

AI models are exploding in complexity and size as they enhance generative AI and enable scientific discoveries, and modern data centers require accelerated computing platforms to effectively execute these workloads. Accelerated computing is the use of specialized hardware to dramatically speed up computation, by parallel processing that bundles frequently occurring tasks. It offloads demanding work that can bog down traditional processors that typically execute tasks in serial fashion, and offers lower overall costs, higher performance, and greater energy efficiency.

Acceleration completes larger workloads more quickly, returning the computer to a low-power idle state when done and consuming significantly less energy overall when compared to traditional computing.



Over the course of the last 8 years, we've increased computation by 1000X.

NVIDIA Blackwell GPUs are generally 20X more energy efficient than traditional CPUs for certain AI and high-performance computing (HPC) workloads, and NVIDIA DPUs can reduce power consumption by 25% by offloading essential data center networking and infrastructure functions from less efficient CPUs. If these HPC and AI workloads were switched from CPU infrastructure to GPU and DPU-accelerated operations, we estimate the

world could save almost 30 trillion watt-hours of energy a year, equivalent to the electricity requirements of nearly 4 million U.S. homes.

Energy efficiency is critical as AI models and HPC applications increase exponentially in size. AI workloads such as large language models (LLMs) range in size from small-scale like GPT-J (6 billion parameters) to larger-scale like GPT-3 (175 billion parameters), and

7

Of the top 10 systems on the June 2024 Green500 list are powered by NVIDIA, including the No. 1 spot with the GH200 Grace Hopper Superchip based JEDI system

20x

Energy efficiency of NVIDIA Blackwell GPUs over CPUs for certain AI and HPC workloads

30T

Watt-hours of energy a year saved if HPC and AI workloads were switched from CPU-only servers to GPU-accelerated systems



massive LLMs now extend further into multi-trillion parameter scale. The NVIDIA GB200 Grace Blackwell Superchip is estimated to offer 25X better energy efficiency over the prior Hopper generation for massive LLMs, while CPUs have not demonstrated an ability to effectively run larger or massive LLMs.

In FY24, the U.S. Department of Energy clocked how fast four of its key high-performance computing and AI applications ran and how much energy they consumed on CPU-only and GPU-accelerated nodes on Perlmutter, one of the world’s largest supercomputers. At performance parity, a GPU-accelerated cluster demonstrated an average 5x improvement in energy efficiency. By running the same workload on GPUs rather than CPU-only instances, researchers could save millions of dollars and avoid consumption of 588 megawatt hours of electricity per month.

Greenhouse Gas Emissions

We assess our carbon footprint across our product lifecycle and assess climate risks, including current and emerging regulations and market impacts.

Climate Targets

We commit to the following greenhouse gas emissions, or GHG emissions, reduction goals:

Scope 1 and 2:

By the end of FY25, and annually thereafter, we expect to achieve and maintain 100% renewable electricity for offices and data centers under our operational control. By delivering on this commitment, we aim to reduce our Scope 1 and 2 emissions in line with prevalent climate science standards.

Scope 3:

By the end of FY26, we expect to engage manufacturing suppliers comprising at least 67% of NVIDIA’s scope 3 category 1 GHG emissions, with the goal of effecting supplier adoption of science-based targets.

In FY24, NVIDIA achieved:

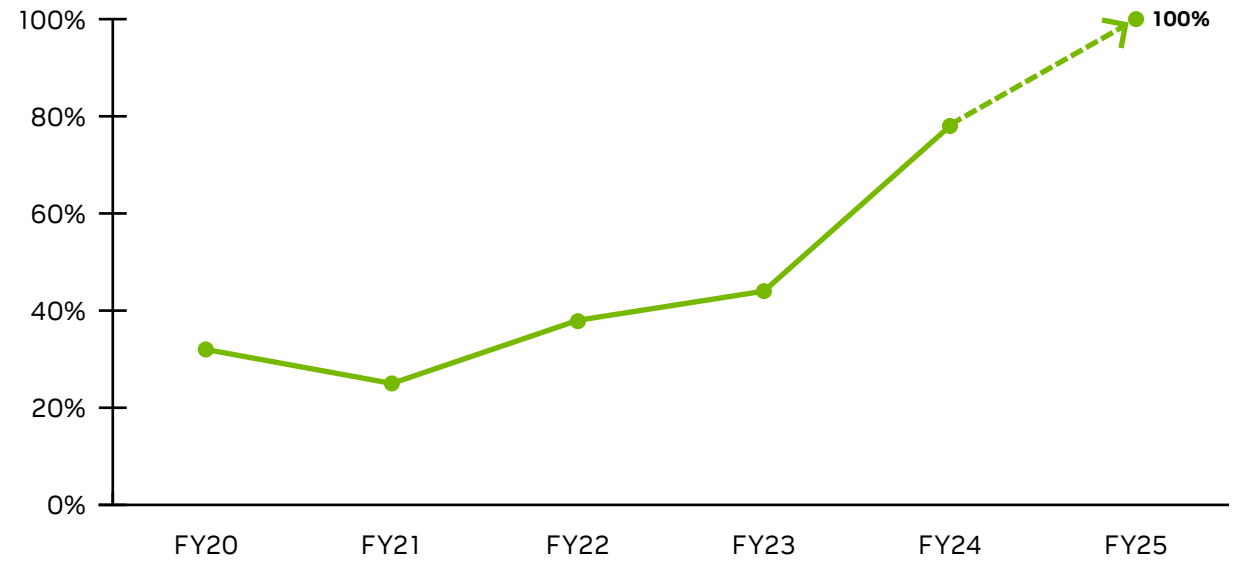
76%

Renewable electricity

60%+

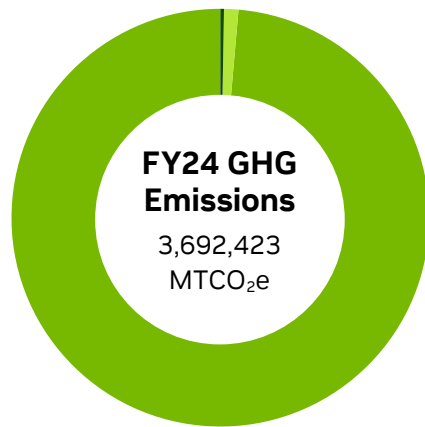
Scope 3 category 1 emissions covered in supplier engagement

Progress on our Renewable Electricity Target





To manage the GHG emissions footprint of our data centers, labs, and offices, we strategically focus on locating new sites, selecting facilities to expand, managing our operations efficiently, and sourcing renewable energy. Our current goal to source all global electricity use for offices and data centers under operational control from renewable energy is expected to result in zero scope 2 market-based emissions by the end of our fiscal year ending January 26, 2025.



● Scope 1 ● Scope 2 (market-based) ● Scope 3

For a complete breakdown of our inventory, please see our [Sustainability Indicators](#).

Management considers the GHG Protocol to assess, calculate, and report GHG emissions. We engaged an external third-party to

perform a limited assurance engagement over select metrics presented for FY23 and FY24. Find NVIDIA’s management assertion and the Report of Independent Accountants [here](#).

Energy and Environment

We’re committed to reducing our environmental impact by driving operational excellence. We identify and control environmental impacts and continuously improve our performance using a comprehensive environmental management system (EMS) certified to [ISO 14001](#), which covers our headquarter buildings located in Santa Clara, CA and in Yokneam, Israel. Our [Environmental, Health, Safety, and Energy Policy](#) provides the framework for our EMS, and our dedicated Environmental, Health, and Safety and corporate responsibility teams work closely with employees globally to execute our environmental policies and practices, with actionable goals and metrics that are annually reviewed with executives.

To bring a more structured approach to managing energy efficiency at several of our key data center locations, we have an energy management system certified to the ISO 50001 standard, which covered 55% of our data center energy use in FY24. Our certification

to the [ISO 50001](#) standard recognizes our efforts to properly measure and reduce energy consumption in our data centers.

Energy-Efficient Operations

Two of our headquarters buildings in Santa Clara, CA are LEED Gold certified. Our Hyderabad, India campus is also LEED Gold certified. Our LEED Gold certified buildings were designed to be energy and water efficient, built with sustainable raw materials, and improved indoor environmental quality. For our Santa Clara campus, the two buildings are connected by a three-acre park which is provided with shade by trellis that houses 390 kW of solar panels. These solar panels bring the total onsite solar generation capacity at our headquarters to 846 kW. In FY24, in support of our renewable electricity goal, we added solar panels at our Hyderabad campus.

In FY24, we increased the amount of our renewable electricity use to 76%, through on-site renewables and purchasing utility renewable electricity tariffs, energy attribute certificates and purchase power agreements. We are exploring additional options to increase our sourcing of renewable energy for our growing footprint, in support of our 100% renewable electricity goal.

Waste Management

We aim to reduce the amount of waste we send to landfill through waste reduction, reuse, and recycling initiatives. We’ve engaged a vendor to complete a gap analysis of our Santa Clara campus to better understand opportunities to increase our landfill diversion rate and minimize the amount of waste generated. We plan to incorporate zero-waste principles in our operations, such as reduction of overall waste and waste sent to landfills.

For products we use for testing, R&D, and production purposes, we have programs in place to support internal re-use of equipment that has not reached the end of its useful life or financial depreciation life. We properly dispose of IT assets and used laptops are sold to a vendor for refurbishment and reuse, with a portion of the financial proceeds donated to the NVIDIA Foundation. For used equipment, we use a global specialist e-waste recycling vendor. All our vendors follow strict certification guidelines and procedures to ensure proper tracking of the chain of custody, decommissioning, data erasure, and recycling of any hardware which is broken and unusable.



Water Conservation

We use water in our direct operations in cooling towers and for food service, landscaping, and sanitation. We take steps to use water efficiently, particularly in locations that are vulnerable to drought conditions. We conduct an annual water risk assessment for all NVIDIA facilities, data centers, and strategic supply chain partners which helps us understand where water conservation initiatives are most needed.

Our two LEED Gold certified buildings in Santa Clara, CA, incorporate a range of water efficient measures. Through the installation of low-flow bathroom fixtures and the use of recycled water for toilet flushing, the buildings are designed to achieve reductions in domestic water demand and potable water use for sewage conveyance when compared with buildings of standard design. We use reclaimed water in cooling towers and landscape irrigation systems and

capture rainwater in bioswales. The three-acre park that connects the two buildings is planted with drought-tolerant trees and the greenery is irrigated by reclaimed water.

Outside of Santa Clara, our Hyderabad, India, site has a water treatment plant that reuses the site's treated wastewater for landscape irrigation.

Within our data centers, we are introducing closed loop liquid cooling systems. An engineered fluid, comprised of a blend propylene glycol, water and inhibitors, is reused in these systems, eliminating the loss of water through evaporation, and improving the water efficiency of data centers. This innovation is a cooling alternative that allows high computing performance with reduced environmental impact. In FY24, NVIDIA's data center team was awarded a U.S. Department of Energy grant to build an advanced liquid-cooling system, that will save money and run more efficiently than today's air-cooled approaches.



At our Santa Clara campus, our Voyager and Endeavor buildings are LEED Gold certified and connected by a three-acre park which is provided with shade by a trellis that houses solar panels.

People, Diversity and Inclusion

Our employees are our greatest asset and play a key role in creating long-term value for our stakeholders. We believe that diverse teams fuel innovation, and we're committed to creating an inclusive culture that supports all employees, regardless of gender, gender identity or expression, veteran status, race, ethnicity, or disability.

BEST PLACES TO WORK 2024 ^{GLASSDOOR}

NVIDIA continues to be among America's best places to work as judged by employees, rising to second place on Glassdoor's list of best employers for 2024.

Recruitment

The demand for global technical talent continues to be strong. To develop our candidate pipeline, we partner with higher education institutions and professional organizations, direct source, recruit at industry conferences, and encourage our employees to submit referrals—with over 40% of new hires coming from internal referrals.

To identify and attract global talent, we promote NVIDIA's strong employer brand, create opportunities in new geographies, and provide increased flexibility for employees to work from the location of their choice.

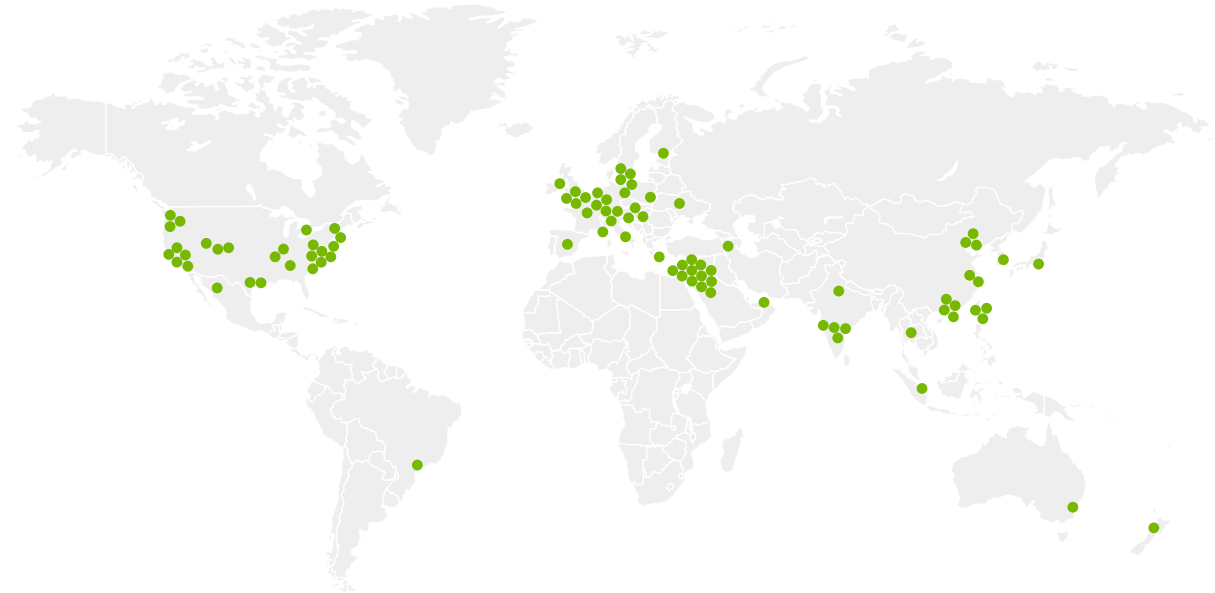
When recruiting for new talent we strive to build a diverse talent pipeline that includes those underrepresented in the technology field, including women, Black/African American, and Hispanic/Latino candidates. We improved our employee referral program, built a new talent-based hiring process, and partnered with our community resource groups to improve how we reach diverse candidates. Our recruiters have experience working with underrepresented candidates, and candidates are provided the option to speak with employees from their communities about the employee experience and company culture.

In FY24, the majority of eligible people managers voluntarily attended learning sessions on Diversity, Inclusion, and Belonging focus areas and initiatives at NVIDIA. Calls to action include inclusive recruiting and hiring practices.

**29,600
NVIDIANS**

**4,100
New in FY24**

**36
Countries**



To diversify our university pipeline, we continue to invest in entry level feeder programs around the world, including the [NVIDIA Ignite](#) program that prepares first- and second- year college students for an NVIDIA internship the following summer. We implement tools to help us identify a wider pool of diverse talent in the student

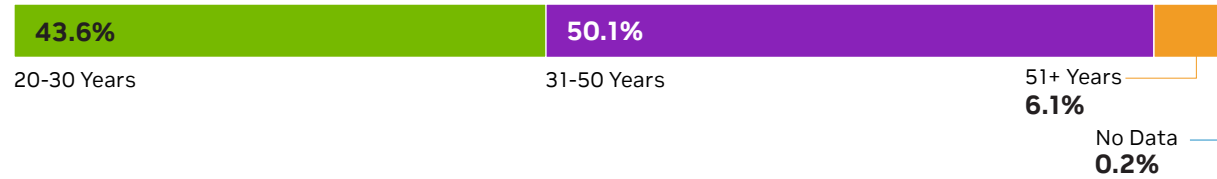
population, and our recruitment efforts in the U.S. attracted underrepresented applicants through virtual and on campus events.

We partner with institutions and professional organizations around the world, such as FemInno (Armenia), ProWoman (Israel), and upReach (UK). We also attend conferences that serve diverse



FY24 Hiring Data*

By Age (Global)



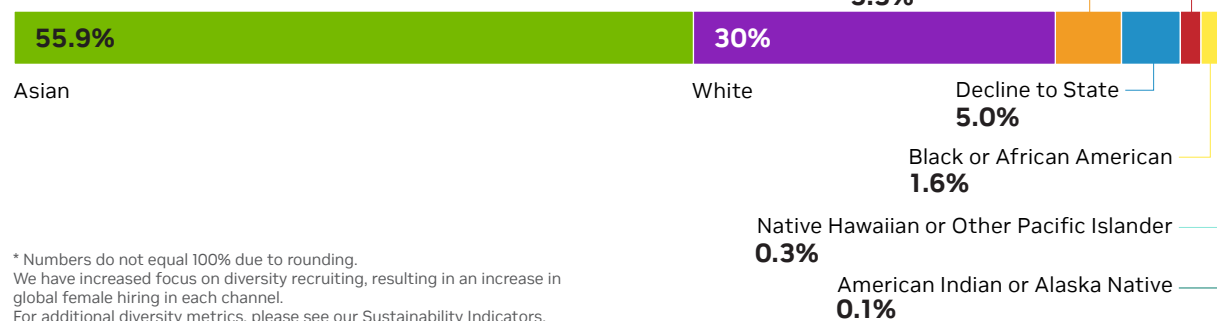
By Gender (Global)



By Region (Global)



By Race/Ethnicity (United States of America)



* Numbers do not equal 100% due to rounding. We have increased focus on diversity recruiting, resulting in an increase in global female hiring in each channel. For additional diversity metrics, please see our [Sustainability Indicators](#).

communities and host on-site events for historically underrepresented groups.

Benefits and Compensation

We offer comprehensive benefits programs worldwide. Our employees, their families, and their welfare are a top priority. Our comprehensive benefits program includes an employee stock purchase program, access to quality healthcare, remote work options, flexible hours and paid time off for personal, medical, and family care needs. We provide a 401(k) program in the U.S. and supplemental pension programs outside the U.S. where statutory schemes are insufficient.

We provide employees with benefits such as reimbursement for eligible adoption, surrogacy, and fertility treatment expenses. Our parental leave program, available to all employees, enables birth parents to take up to 22 weeks of paid leave, starting as early as four weeks before their due date. Nonbirth parents get up to 12 weeks of paid leave. To ease the transition back to work after their leave, all new parents also receive up to eight weeks of flex time and access to parenting support modules that provide tips and guidance.

We partner with NVIDIA's nine different community resource groups to tailor

support programs based on targeted needs, including military leave, student loan repayment, gender affirmation support, enhanced health insurance coverage for members with developmental delays, and mental health counselor search tools.

We evaluate our benefit offerings annually to ensure employee needs are met and continuously seek feedback from employees to advance our support. In FY25, we increased our 401(k) match to \$11,500, up from \$9,000.

Our employees' well-being, physical, emotional, and financial health is a top priority, and we aim to support them by offering a suite of services where people can choose what works best for them.

Pay and Promotion

We are committed to providing market aligned pay and equitable opportunities for advancement to all employees. We perform an annual review of peer compensation in the markets we operate in. Each year, every employee's performance is assessed, and managers provide feedback on goals and priorities. Promotion readiness is reviewed, and compensation is adjusted



appropriately. Employees are provided both cash and equity compensation.

Cash compensation adjustments are determined based on role, market compensation growth and individual performance. Equity compensation is provided through restricted stock units (RSUs) that vest over time and provide value aligned to our stock price. We believe RSUs promote retention and align with stockholder interests.

Since 2020, we've used a third-party firm to analyze our pay practices and promotion activity across rating, education, years of experience, job function, family, and level. The review has determined that we've achieved pay parity, defined as no statistically significant differences in compensation based on gender, race, or ethnicity, for the past several years, and we plan to continue doing so.

In FY24, as we promoted many in our workforce, women continue to be promoted at an approximately equal rate to men. There were no statistically significant differences between actual and expected promotion rates.

If the review were to identify statistically significant issues in pay or promotions, we would take corrective action.

Engagement and Retention

We want NVIDIA to be a place where people can build their careers over their lifetime. To ensure our continued success, we maintain a working environment where our employees are engaged and inspired.

To evaluate employee sentiment and engagement, we use pulse surveys and a suggestion box. Pulse surveys help us gain insight into employee experience and provide employee-generated ideas so that we can take targeted action. This agile approach allows us to hear from employees more frequently and stay focused on specific areas, while reacting quickly to current events. The suggestion box is an always-on, interactive tool where employees share their thoughts about making our company a better place to work.

In addition, we receive feedback through an internal portal where all employees can submit, view, and vote on suggestions. Our CEO responds to questions from employees during our quarterly Company meetings.

We provide eight free days per year when all NVIDIANS disconnect and recharge, which were a direct result of employee feedback for structured time off.

Our employees tend to come and stay. NVIDIA's overall turnover of 2.7% remains low, compared with the semiconductor industry average of 17.7%. The turnover rate for women and men has been similar in the past several years. In the U.S., retention rates for members of underrepresented communities have held equal to their peers.

Learning and Development

Being a lifetime learner is core to our culture. We have a library of live and on-demand learning experiences that include workshops, panel discussions, and speaker forums. We create learning paths focused on our most common development needs and constantly upgrade our offerings to ensure that our employees are exposed to the most

Pay Ratio	FY24	FY23	FY22
Women Men (Global)	99.5 100	99.5 100	99.0 100
Asian White (U.S.)	100.1 100	100.1 100	100.2 100
Black/African American White (U.S.)	101.5 100	101.5 100	102.4 100
Hispanic/Latino White (U.S.)	99.2 100	99.2 100	98.5 100

Turnover Rate	FY24	FY23	FY22
Overall turnover (Global)	2.7%	5.3%	4.9%
Men (Global)	2.8%	5.3%	4.7%
Women (Global)	2.7%	5.1%	5.7%
Asian (U.S.)	2.1%	4.2%	4.2%
Black/African American (U.S.)	3.1%	5.8%	5.7%
Hispanic/Latino (U.S.)	1.6%	3.3%	4.7%



current content and technologies available. We offer tuition reimbursement programs to subsidize educational programs and advanced certifications. We learn from our peers at our annual NTECH conference where employees share their work with each other.

To support employee development, we provide opportunities to learn on-the-job through training courses, targeted development program, mentoring and peer coaching, and ongoing feedback. We implemented a career coaching service to provide one-on-one guidance to employees and encourage internal job mobility. Each year, we host Careers Week, a series of development sessions for employees to build new skills, understand their strengths, and learn how to advance their careers at the Company.

360,000+

Hours of learning logged by NVIDIA employees globally, approximately 12.5 hours per employee

Community Resource Groups

We support nine community resource groups (CRGs), which have executive-level sponsorship and dedicated budgets: Asian Pacific Islander, Black NVIDIAN Network (BNN), Early Career Network (ECN), Hispanic-Latino Network, NV Pride (LGBTQ+ employees and allies), NVIDIA Disabilities Network (NDN), NVIDIA Veterans, South Asian & Allies, and Women in Technology (WIT).

We host topic-specific education events for CRGs relevant to their needs and feedback, such as a session on our updated Reasonable Accommodation Policy for individuals interested in relocation and personal views accommodations. Our CRGs also presented at our annual developer conference on the impact women, Black, and Latino communities have on AI.



Allyship

Our allyship program is established and facilitated by employees to build a network of allies who speak up when they see non-inclusive behavior and advocate for changes that lead to increased equity. In FY24 the program expanded globally to train NVIDIANs to show up as allies for underrepresented colleagues in the company. We also develop diversity and inclusion educational resources, made available to employees online.



Mentorship

We believe our mentorship programs cultivate a collaborative spirit throughout the company and nurture a culture of continuous learning and development. Participants experience mentoring in a one-on-one relationship or a group setting, reaching approximately 1,000 employees across the company. Specialized focuses include women, early career, and employees from traditionally underrepresented groups, to ensure widespread readiness for future advancement.



Leadership

Our leadership development program delivers tools, insights, and capabilities that new managers need to excel in their roles. The program began as a women-focused leadership development program and expanded last year to include all genders. In FY24, we launched a Diversity and Inclusion playbook to empower managers with practical actions they can take to create an inclusive employee experience.

Product Value Chain

Responsible Sourcing

We define human rights as the fundamental rights, freedoms, and standards of treatment belonging to all humans. We seek to promote human rights throughout our supply chain and expect our suppliers to respect human rights whenever they provide products or services for us. For our efforts related to human rights in our supply chain, see our [Human Rights](#) section. NVIDIA's supplier selection process incorporates social and environmental factors, including risk analysis on topics such as RBA code alignment, product compliance, and environmental initiatives.

We hold ourselves and our suppliers to the highest standards of behavior, and only engage suppliers that share our values. We closely manage our supply chain to deliver innovative products that satisfy our customers' expectations in a socially and environmentally conscious manner.

Responsible Minerals

NVIDIA is committed to the responsible sourcing of minerals. We support, contribute to, and rely on industry-wide efforts to validate the source of minerals used in our products, aiming to ensure that they come from socially responsible sources and do not contribute to human conflict. Our goal is to use only conflict-free gold, tantalum, tungsten, and tin (3TG) in our products and to achieve 100% Responsible Minerals Assurance Process-compliant tantalum, tin, tungsten, and gold processing facilities.

We evaluate smelter metrics and share an annual update in our [Conflict Minerals Report](#). We've successfully removed non-compliant 3TG smelters and refiners in our supply chain to help us meet this goal. During the reporting period, 100% of our suppliers and component manufacturers responded with the requested information. We also collect non-3TG smelter data for cobalt and mica from our strategic suppliers and report the initial results to customers. As the cobalt and mica programs through the RBA's Responsible Minerals Initiative (RMI) matures, our goal is to only source from conflict-free refiners.

Our [Responsible Minerals Policy](#), sourcing goals, and steps for monitoring our supply chain for conflict minerals is framed around the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRA). This provides detailed recommendations to help companies respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices. Our conflict minerals due diligence program conforms in all material respects with the OECD framework.

We're a member of the Public Private Alliance (PPA) for Responsible Minerals Trade and the RMI. 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. We support these on-the-ground



programs aimed at improving transparency for responsible sourcing and reducing human rights risks, including forced labor.



Additionally, we participate in various RMI work groups and align our program with the organization’s tracking of additional minerals and materials, as well as CAHRAs. We monitor additional legal requirements, including the EU Conflict Minerals Regulations, to determine any future obligations regarding conflict materials and high-risk regions of the world.

Responsible Supply Chain

We have expanded our supplier relationships to build redundancy and resilience in our operations to provide long-term manufacturing capacity aligned with growing customer demand. Our supply chain is concentrated in the Asia-Pacific region. We use foundries, such as Taiwan Semiconductor Manufacturing Company Limited, or TSMC, and Samsung Electronics, or Samsung, to produce our semiconductor wafers. We purchase memory from Micron Technology, Inc., SK Hynix Inc., and Samsung. We engage with independent subcontractors and contract manufacturers such as Hon Hai Precision Industry Co., Ltd., Wistron Corporation, and Fabrinet to perform assembly, testing, and packaging of our final products.

Strategic Suppliers

Strategic suppliers include those who produce or handle NVIDIA production materials, those for whom we closely manage quality requirements, those who design our branded products, and those who we’re required to work with based on customer agreements.

For strategic suppliers, agreements are deployed and tracked through a Quarterly Business Review (QBR) process to ensure they meet our expectations, which may influence our business allocation decisions. Five percent of the QBR score is based on environmental and social performance, and expectations vary by quarter. Each quarter, we assess these suppliers by product category and rank performance, and we perform an annual risk assessment based on RBA results, geography, and type of industry. We’ve assessed and adjusted business with suppliers who don’t comply with minimum requirements.

We review all strategic suppliers against NVIDIA cybersecurity requirements and have performed a more in-depth assessment of higher-risk suppliers. We looked at our suppliers’ conformance to ISO 27001, ISO 28001, C-TPAT, and NIST

standards and evaluated them for additional information-, product-, and physical-security expectations. If gaps are discovered, we expect an improvement plan to align with NVIDIA requirements. The cybersecurity survey determines supplier risk to be low, moderate, or high, and audits are conducted on a one- to three-year cycle.

Risk Assessment and Auditing

All our manufacturing suppliers are expected to comply with the RBA Code of Conduct and associated NVIDIA policies, including our Agreement for Manufacturer Environmental Compliance. Since 2016, all NVIDIA Master Service Agreements executed with suppliers require compliance with the RBA Code of Conduct.

Our assessment process involves using the RBA-Online system to evaluate existing and potential new suppliers against product compliance industry standards, social and environmental criteria, use of conflict minerals, the RBA Code of Conduct, and NVIDIA’s code of conduct. All suppliers are expected to conduct an annual self-assessment questionnaire (SAQ), and we expect biennial Validated Assessment

Program (VAP) on-site, third-party audits to validate the SAQ. We use the results of the assessment, which includes a spending analysis, to determine their overall risk.

To ensure consistency, suppliers can share VAP audits with customers. Any uncovered findings are also made available to those customers. Findings are aggregated anonymously by the RBA and disclosed in their public annual report.

Common audit findings include issues related to freely chosen employment, working hours, wages and benefits, emergency preparedness, and occupational safety. NVIDIA ensures suppliers close all corrective actions in compliance with its Full RBA membership tier.

Our goal is to audit 100% of our strategic suppliers every two years. In FY24, we reviewed VAP audits on 67% of our strategic suppliers, bringing total audits in the past two years to 93%. We engaged 100% of strategic suppliers on their corrective action plans and continue monitoring suppliers to ensure compliance.

Product Environmental Impact

To understand the greenhouse gas emissions generated across our product lifecycle and in manufacturing, we've conducted a product carbon footprint analysis for select products. We will use the information to identify opportunities to reduce emissions.

Manufacturing

Emissions are generated at every stage of our product lifecycle, including manufacturing within our supply chain. Since 2014, we've expected our key silicon manufacturing and systems contract manufacturing suppliers to report their annual energy and water usage, waste, greenhouse gas (GHG) emissions, and reduction goals and objectives through the RBA Environmental Survey or CDP. We also expect suppliers to have their GHG emissions verified by a third party. We use this supplier data to better understand our product manufacturing impact and allocate carbon emissions to our customers.

We have a goal to engage manufacturing suppliers to effect supplier adoption of science-based targets. In FY24, we engaged suppliers totaling over 60% of our scope 3 category 1 emissions.

We maintain Full Material Disclosures for our chip designs and select system products, which demonstrates our compliance with restricted substances including halogenated flame retardants, arsenic, and beryllium. Information on materials we use is reported through various platforms, including Substances of Concern in Products and International Material Data System for automotive.

Packaging

We continue to optimize the balance between protecting the environment and ensuring that customers receive products in like-new condition. We embrace opportunities to reduce packaging materials and increase the proportion of recycled and recyclable materials. Whether products are packaged for end users or prepared for bulk shipping, we strive to find the balance between package density and unboxing experience.

In FY24, over 90% of our NVIDIA GPU systems packaging was recyclable materials

by weight. NVIDIA continues to progress other sustainability initiatives such as identifying opportunities to use paper-based cushioning in data center products, increase packaging recyclability, implement FSC paper in corrugate materials, and replace printed documentation with online versions where possible. We continue to add material identification codes to our packaging parts.

90%+

Of our NVIDIA GPU systems packaging was recyclable materials by weight in FY24

Transport and Logistics

We plan, pack, and execute our raw material, work-in-progress, and finished goods shipments to optimize transport and logistics, which results in reduced fuel use and less impact on the environment.

This includes consolidating shipping volumes and weights and implementing a multimodal distribution system. An area of continued focus is to consolidate the number of pickups and shipments.

We expect carriers to report shipment data to support carbon emissions calculations and have sustainability initiatives, which are both covered in quarterly business reviews.





End-of-Life Management

NVIDIA-branded products are subject to electronic waste disposal requirements in our various global markets, and we take seriously our extended responsibility for these products. In key regions such as the U.S. and Europe, we've established recycling programs in partnership with reputable third parties and provide information to consumers about how to recycle our branded products through labeling and our [website](#).

We help our customers [monetize](#) the residual value in their older DGX servers when refreshing to the latest technology with the help of a remarketing partner. Older generation DGX systems may be resold in the secondary market, and systems that are not resold are typically broken into components and recycled.

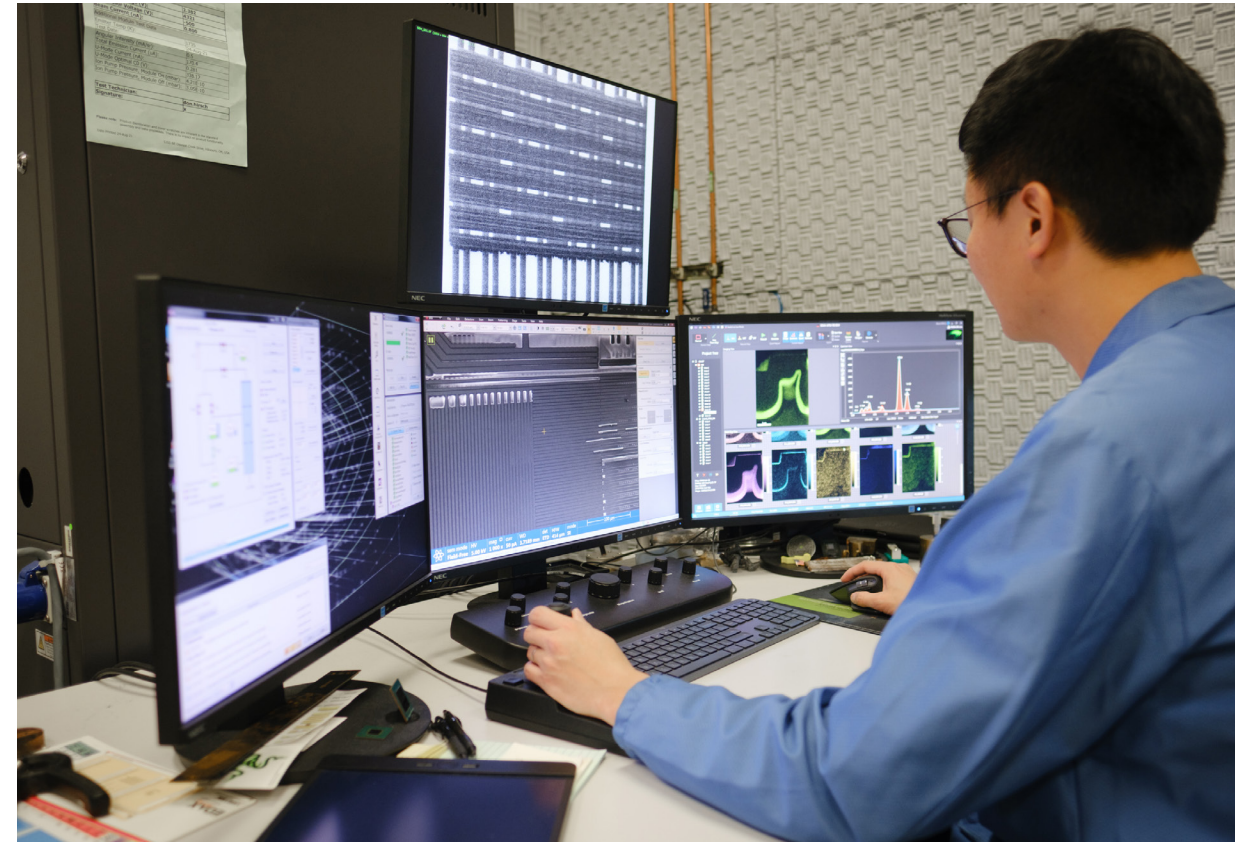
Product Quality and Safety

Safety is a principle that permeates our engineering culture. We incorporate it into every step of our product development process, from design and production to the end-user experience.

Our products undergo rigorous qualification and testing to ensure compliance with customer safety and reliability standards. With these standards in mind, we've established product safety technical committees to oversee safety throughout the product lifecycle.

Cross-functional teams manage all aspects of product quality. Customer quality engineering provides direct customer support for all quality-related issues, gathers information on customer failures and customer-observed failure rates, and processes returned material authorization.

As part of the continuous improvement process, recommended design enhancements are brought to the engineering teams for incorporation into next-generation products. We monitor our quality management system through internal audits and an annual third-party [ISO 9001](#) assessment.



Responsible Business

NVIDIA's Core Values



Innovation

Dream big, start small. Take risks, learn fast.



Intellectual Honesty

Seek truth, learn from mistakes, share learnings.



Speed & Agility

Learn, adapt, shape the world.



Excellence & Determination

Maintain the highest standards.



One Team

Do what's best for the company.

Our Code

Our code of conduct outlines our core values and establishes the expectations we have about how we conduct business. It guides our actions in our professional relationships with fellow employees, and towards our customers, partners, competitors, vendors, government regulators, shareholders, and the community at large. Our code applies to all employees and directors, and we expect all third parties we do business with, including consultants, contractors, and other service providers, to act in a manner consistent with it.

Our code is translated into different languages and available on our [website](#). We plan to translate into additional languages in FY25.

Ethics and Cybersecurity

We strive to achieve the highest standards of ethical conduct in all our business dealings and are committed to promoting a culture of integrity. NVIDIA employees receive code of conduct training upon hire and then every two years thereafter. Code

of conduct training covers topics like ethics, preventing workplace harassment, and sustainability. Employees who have frequent contact with customers, partners, and suppliers (such as those in sales, finance, and procurement) complete additional global anti-bribery and anti-corruption training.

In addition to employee cybersecurity trainings, our Santa Clara headquarters is certified to [ISO 27001](#). For more information on our approach to cybersecurity, see pp. 31 of our [2024 Form 10-K](#) filed with the SEC.

Investigations Process

Our commitment to promoting a culture of integrity means everyone is expected to act ethically and feel empowered to voice concerns without fear of retaliation.

Anyone can confidentially and anonymously submit a complaint about any matter of concern. These include accounting, internal controls, auditing, code of conduct, harassment, conflict of interest, or other potential code of conduct, policy, or legal violations using our [Speak Up](#) corporate hotline which is hosted by an independent third party.

FY24 Employee Training Completion Rates

96%+

Cybersecurity training

98%+

Code of conduct training

99%+

Anti-bribery and anti-corruption training

Employees are encouraged to report suspected code and other policy violations to their manager, a human resources representative, the legal department, and/or the anonymous hotline. We use an



external organization for our Speak Up hotline to ensure those using the hotline feel confident their reports will be anonymous if they prefer to report anonymously. We have a strict no-retaliation policy regarding good faith reports of activities that violate our code, laws, regulations, and policies.

Our Compliance Committee, comprised of our CFO, EVP Operations, and SVP of Human Resources, ensures communication of and adherence to NVIDIA's ethics policies; establishes procedures for the receipt, retention, and treatment of complaints; and promptly and thoroughly conducts ethics-related investigations in partnership with relevant organizations within NVIDIA. The Nominating and Corporate Governance Committee oversees the Compliance Committee and receives ethics complaints.

The Compliance Committee periodically reviews and assesses the effectiveness of its procedures and adjusts as necessary. Our third-party auditor reviews cases quarterly and process updates annually.

Employees who wish to understand NVIDIA's investigations process have access to an online training course.

Trustworthy AI

We endeavor to deliver AI models that:



Comply with privacy and data protection laws,



Perform safely and as intended,



Provide transparency about a model's design and limitations, and



Minimize unwanted bias and give equal opportunity to benefit from AI.

Our Trustworthy AI principles, which we share with customers and partners, reflect our core values and code of conduct.

Scope and Governance

To build Trustworthy AI (TAI), we are developing practices, methodologies, and tools for datasets, machine learning frameworks, AI model development, and software development and testing. We aim to build tools and processes that enable us, our customers and partners, and the ecosystem to build TAI models.

Our TAI efforts are led by a head of AI & Legal Ethics and is supported by a dedicated product team. By design, this team is structured to work cross-functionally with product, product security, safety, and infrastructure teams to ensure our AI aligns to our principles. The Audit Committee of our Board receives periodic updates on our TAI program and initiatives.

Our global public policy team monitors global regulations and relevant standards to ensure we maintain compliance. In FY24, we piloted an AI Ethics Committee to advise on generative AI development with members of our engineering, business, and legal organizations. We also launched an internal training module to introduce ways to incorporate TAI principles into our work.

Standards and Frameworks

We look to global frameworks such as the EU's High-Level Expert group on Artificial Intelligence, the U.S. White House AI Bill of Rights, and Singapore's Model Artificial Intelligence Governance Framework to guide our software development processes, from concept to performance validation to decommission. We participate in industry-driven initiatives like ML Commons, as well as standards bodies like the IEEE Organizational governance of Artificial Intelligence Working Group. In FY24, NVIDIA joined the NIST AI Safety Consortium and Content Authenticity Initiative, which are focused on the development and use of safe and trustworthy AI systems.

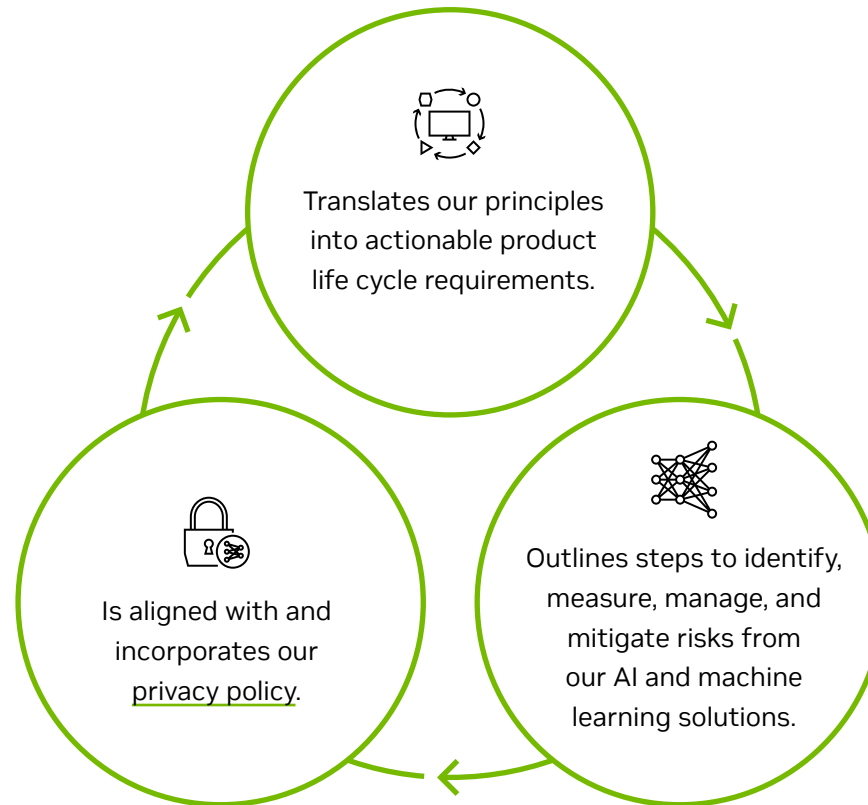
Model Risk Management

NVIDIA aims to reduce the risk of harm from deployment of AI models or systems. Model risk can come from many sources, including datasets used to train the model, malicious attacks against the model, or failure to comply with laws and regulations.

Our model risk management guidance is integrated into our AI product lifecycle process, and outlines to all employees working on models the elements of development, validation, audit, and documentation.

This approach provides internal development teams with guidance to achieve an innovative yet ethically responsible solution.

Externally, NVIDIA offers toolkits like [NeMo Guardrails](#) for easily developing safe and trustworthy large language model conversational systems like ChatGPT.



Model Card Improvements

[Model cards](#) ensure NVIDIA is communicating in the clearest language how its technology was made and should be used when developers work with our AI models. We've enhanced our model cards to make them more understandable to consumers, investors, and policy makers. Those enhancements focused

on improved readability with clear language, increased detail around ethical considerations, and greater accessibility on our website. In FY24, we enhanced more than 100 model cards across all domains to meet the Model Card++ standard. We also briefed and demoed Model Card++ to federal government employees and the Society of Automotive Engineers.

We've designed and continue to improve several tools for internal developers to aid in the creation of TAI models:

An inspection dashboard that measures a model's completion of essential steps prior to publication, and which includes a current performance score and a target goal.

Model requirement and dataset approval processes that must be met prior to commercial release.

AI and machine learning dataset classification guidance document to support classifying and labeling of vetted datasets.

Model cards that accompany our published models and provide information and guidance on a model's uses and limitations, including ethical considerations such as explainability and privacy.

100+

Model cards enhanced across all domains to meet the Model Card++ standard



Human Rights

The NCG Committee has oversight of policies and practices in connection with human rights and provides periodic updates to the Board. At the management level, our Corporate Sustainability Steering Committee is responsible for reviewing and ensuring the effectiveness of our human rights program. Through this governance body and related executive engagement, management undertakes all actions it deems reasonable and necessary to ensure compliance with our [Human Rights Policy](#).

We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach. We have begun preparation for a human rights impact assessment across our value chain. We plan to use the results of that assessment to enhance our human rights policy and program.

All our employees are required to complete training on our code, which includes our commitment and guidelines to respect human rights. Employees, suppliers, and other external stakeholders can confidentially and anonymously report a concern about human rights using our [Speak-Up line](#), which is available in seven languages.

Our investigations team will promptly investigate human rights allegations it becomes aware of through our Speak Up line and present any findings to the Compliance Committee that require the input of that committee. We do not tolerate retaliation against anyone for making a complaint in good faith, bringing a potential violation to the attention of management, or participating or assisting in an investigation.

NVIDIA has been a signatory of the UN Global Compact since June 2022. We are also a member of the Responsible Labor Initiative (RLI), the Public-Private Alliance for Responsible Minerals Trade (PPA), and the Responsible Minerals Initiative.

Human Rights Principles

We follow the laws of the countries in which we operate and endorse internationally recognized principles, including:

- > [United Nations Global Compact](#)
- > [United Nations Guiding Principles](#)
- > [Universal Declaration of Human Rights](#)
- > [International Covenant on Civil and Political Rights](#)
- > [International Covenant on Economic, Social and Cultural Rights](#)
- > [Core Conventions of the International Labour Organization](#)
- > [ILO Declaration on Fundamental Principles and Rights at Work](#)

Upstream Human Rights

We take the issue of forced labor very seriously and conduct regular audits to ensure all workers in our supply chain are treated with respect and dignity. We are full members of the Responsible Business Alliance (RBA) and work with them and similar industry groups to prevent and eliminate forced labor from global supply chains. Through the RBA, we also work with expert organizations, NGOs, and academia to advance our program and standards, and we support efforts at an industry level to identify and remediate actual and potential cases of labor and human rights abuse. Our supplier audits have not identified incidents of forced Uyghur labor.

We expect our suppliers to maintain progressive employment, health, safety, and ethical practices that meet or exceed applicable laws, the [RBA Code of Conduct](#), our [code of conduct](#), and our [Human Rights Policy](#). We also encourage suppliers to use the RBA Code of Conduct as a platform to go above and beyond compliance. We participate in RBA's RLI and monitor our supply chain through VAP audits, which cover freely chosen employment, child labor, and freedom of association.

In FY24, we reviewed VAP audits on 67% of our strategic suppliers, bringing total audits in the past two years to 93%. If we uncover findings during these audits, we work directly with suppliers to implement any corrective actions. In FY24, we oversaw the remediation and repayment by suppliers of fees to workers who were discovered through audits to have paid recruitment fees.

Product Due Diligence

We believe AI will enhance human welfare and human rights in a myriad of ways.

NVIDIA is accelerating the AI revolution by creating platforms and computing tools that help developers, researchers, and data scientists innovate in these areas.



Our products are programmable and general purpose in nature. When we provide tools to help developers create applications for specific industries, we focus on creating products and services that enable developers to create and accelerate socially beneficial applications.

When we create new products, platforms, or services, we have an interdisciplinary team to evaluate whether our offerings could be used in conflict with our [Human Rights Policy](#) and provide recommendations to minimize any such risk.

Public Policy

NVIDIA engages in the [public policy process](#) to produce better outcomes for people throughout the world while advancing the long-term interests of the company and shareholders. We work with public leaders by bringing the company’s technical expertise to bear on issues of importance, such as competitiveness, climate change, and AI.

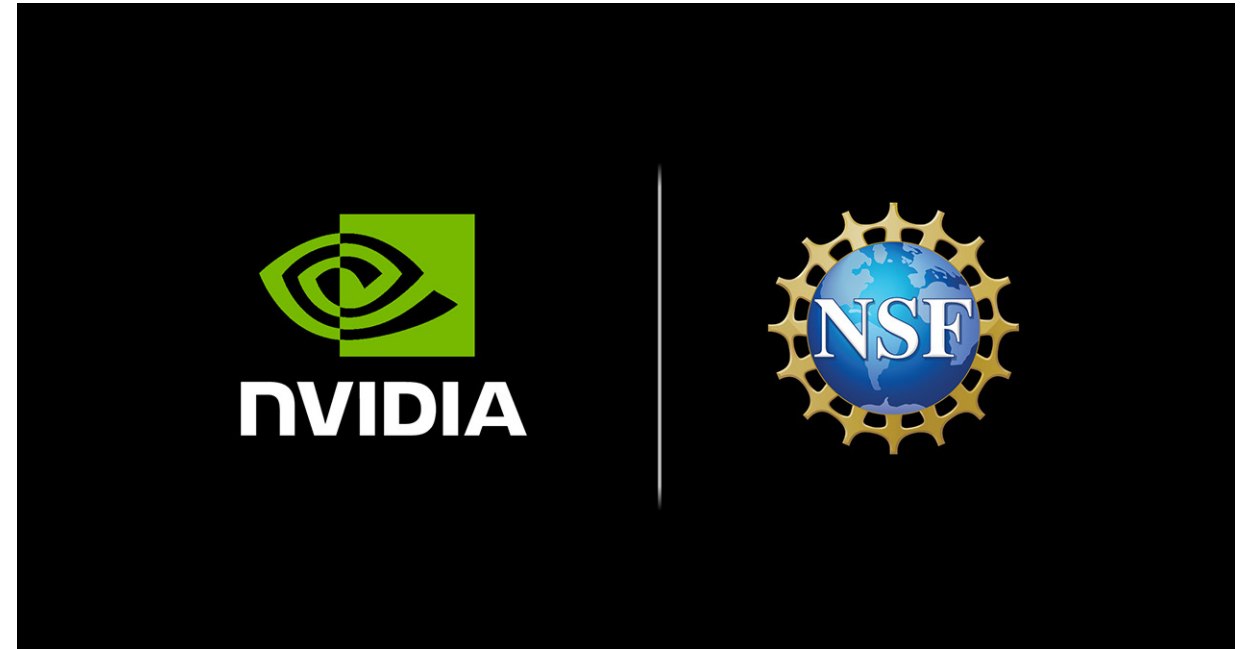
We continued engagements in the U.S. on issues that impact NVIDIA’s public policy priorities, such as AI development and semiconductor design. In FY24, we joined several dialogues in the public sector. We discussed [Model Card++](#) with the U.S. House Science, Space, and Technology and Senate Commerce Committees, AI

Caucus Congressional staffers, and the White House National Security Council. We talk to think tanks on [energy-efficient supercomputing](#). We also hosted a government briefing on [NeMo Guardrails](#), ensuring comprehensive engagement on our commitment to responsible AI development.

Our CEO Jensen Huang joined leaders from the White House, Congress, and tech industry to discuss AI standards and best practices. We also announced support for voluntary commitments that the Biden Administration developed to ensure advanced AI systems are safe, secure, and trustworthy.

In Europe, we engaged with stakeholders in the European Commission, European Parliament and Council of the European Union on the development of policy issues and key regulatory filings. Accordingly, NVIDIA is listed in the EU Transparency Register. In the UK, we participated in the AI Safety Summit at which the Bletchley Declaration was signed by 28 countries committed to safe and responsible AI development.

“AI is increasingly defining our era, and its potential can best be fulfilled with broad access to its transformative capabilities.”
- NVIDIA founder and CEO Jensen Huang



In a major stride toward building a shared national research infrastructure, the U.S. National Science Foundation has launched the National Artificial Intelligence Research Resource pilot program with significant support from NVIDIA. The initiative aims to broaden access to the tools needed to power responsible AI discovery and innovation. It was announced in January 2024 in partnership with 10 other federal agencies as well as private-sector, nonprofit and philanthropic organizations.



Sustainability Indicators

NVIDIA is committed to transparency, and the following tables provide our disclosure on key sustainability metrics. We report metrics material to our company and sector using the following frameworks and standards: Task Force for Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) for the Technology and Communications sector, Semiconductor industry, and Global Reporting Initiative (GRI). We reference indicators that align with the United Nations Global Compact (UNGC) Communication on Progress (CoP). NVIDIA reports with reference to the 2021 GRI standards.

About NVIDIA

Metric	FY24	Reference Indicator
Organizational details	2024 10-K, pp. 4-5, 11	GRI 2-1
Activities, value chain, and other business relationships	2024 10-K, pp. 5-7 Product Value Chain	GRI 2-6
Governance structure and composition	Sustainability Governance Committee Composition 2024 Proxy Statement, pp. 15-30	GRI 2-9 UNGC G5, G11
Nomination and selection of the highest governance body	Corporate Governance Policies of the Board of Directors	GRI 2-10
Chair of the highest governance body	Board of Directors Committee Composition 2024 Proxy Statement, pp. 25-26	GRI 2-11
Collective knowledge of the highest governance body	2024 Proxy Statement, pp. 19-24	GRI 2-17
Evaluation of the performance of the highest governance body	2024 Proxy Statement, pp. 30-33	GRI 2-18
Remuneration policies and process to determine remuneration	2024 Proxy Statement, pp. 37-38, 43-59 2023 CDP Climate Change Response, pp. 6-8	GRI 2-19, 2-20 UNGC G10
Annual total compensation ratio	2024 Proxy Statement, pp. 60-61	GRI 2-21
Statement on sustainable development strategy	Message From Our CEO 2024 GTC Keynote	GRI 2-22 UNGC G1



About NVIDIA (continued)

Metric	FY24	Reference Indicator
Membership associations	Political Contributions and Expenditures Policy Public Policy	GRI 2-28
Approach to stakeholder engagement	Public Policy People, Diversity and Inclusion Product Value Chain	GRI 2-29
Compliance with laws and regulations	We consider significant fines that are required to be disclosed in the Company's SEC filings. See our 2024 Form 10-K filed with the SEC, pp. 10.	GRI 2-27

Sustainability Governance

Entities included in the organization's sustainability reporting	Our sustainability reporting covers the same entities as our financial reporting. See our 2024 Form 10-K filed with the SEC, pp. 86.	GRI 2-2
Reporting period, frequency, and contact point	This report covers our fiscal year ended January 28, 2024 (FY24). We publish our Sustainability report annually, and previous reports can be found in the NVIDIA Report Archive . We can be reached at NVIDIACorporateSustainability@nvidia.com .	GRI 2-3
Approach to sustainability governance	Sustainability Governance 2023 CDP Climate Change Response, pp. 4-6	GRI 2-12, 2-13, 2-14 UNGC G1, G4, G5, G7

Societal Impact

Operations with local community engagement, impact assessments, and development programs	FY24 Foundation Annual Report	GRI 413-1
Political contributions	Political Contributions and Expenditures	GRI 415-1



Climate and Efficiency

Metric	FY24	FY23	FY22	Reference Indicator
GHG Emissions¹ (MT CO₂e)				
Scope 1	14,390	12,346	4,612	GRI 305-1 UNGC E6 SASB TC-SC-110a.1
Scope 2, market-based	40,555	60,671	78,210	GRI 305-2 UNGC E6
Scope 1 and 2, market-based	54,945	73,017	82,822	
Scope 2, location-based	178,087	142,909	133,569	GRI 305-2 UNGC E6
Scope 3	3,637,478	3,514,000	2,701,477	GRI 305-3 UNGC E6, E6.1
Category 1: Purchased goods and services ²	3,216,144	2,975,189	2,506,722	
Category 2: Capital goods ²	200,483	353,280	62,586	
Category 3: Fuel- and energy-related activities	61,590	67,805	50,631	
Category 4: Upstream transportation and distribution	72,562	60,572	37,910	
Category 5: Waste generated in operations ³	617	579	291	
Category 6: Business travel ²	17,132	8,633	576	
Category 7: Employee commuting	23,019	14,990	21,189	
Category 8: Upstream leased assets	45,931	32,952	21,572	
External assurance	Report of Independent Accountants for select metrics for FY23 and FY24.			GRI 2-5 UNGC G13
GHG emissions intensity (Scope 1 and 2 MT CO ₂ e/\$M revenue)	0.9	2.7	3.1	GRI 305-4

¹ NVIDIA annually considers reporting boundaries, data sources, and calculation methodology used to calculate scope 1, 2 and 3 emissions. Please see our [management assertion](#) for details on our methodology.

² We are continually striving to improve the accuracy of our GHG emissions reporting. In FY24, we changed our measurement methods and criteria for select metrics and have retrospectively updated our previously reported values for FY23 scope 3 emissions for categories 1, 2 and 6.

³ Emissions from waste generated in operations are calculated only for our Santa Clara, CA headquarters location.



Climate and Efficiency

Metric	FY24	FY23	FY22	Reference Indicator
Reduction of GHG emissions	Climate and Efficiency 2023 CDP Climate Change Response, pp. 29-46, 71			GRI 305-5 SASB TC-SC-110a.2
Energy (MWh)				
Energy used	612,607	496,901	424,997	GRI 302-1
Non-renewable electricity purchased	134,886	249,429	251,760	UNGC E9
Renewable electricity purchased	419,980	193,465	154,160	
Renewable electricity generated, onsite solar	599	1,079	762	
Fuels purchased	57,142	52,927	18,315	
Renewable electricity percentage (%)	76%	44%	38%	
Energy intensity (Energy used MWh/\$M revenue)	10.1	18.4	15.8	GRI 302-3 UNGC E9
External assurance	Report of Independent Accountants for select metrics for FY24.			GRI 2-5 UNGC G13
Reduction of energy consumption	Energy-Efficient Operations 2023 CDP Climate Change Response, pp. 38-40			GRI 302-4 UNGC E9
Reductions in energy requirements of products and services	Product Energy Efficiency			GRI 302-5 UNGC E9 SASB TC-SC-410a.2
Energy management in manufacturing	We are a fabless semiconductor company and do not have our own manufacturing facilities. See Product Environmental Impact for how we work with suppliers to track energy usage.			SASB TC-SC-130a.1



Climate and Efficiency

Metric	FY24	FY23	FY22	Reference Indicator
Waste⁴ (metric tons)				
Waste generated	2,345	1,856	937	GRI 306-3 UNGC E17
Waste recycled/composted	1,658	1,068	526	
Landfill diversion rate (%)	71%	58%	56%	GRI 306-4 UNGC E18
General waste recycled	374	295	127	
General waste composted	928	460	102	
Clean paper recycled	26	48	17	
Batteries, hazardous waste, and lamps recycled	3	3	1	
Electronic waste recycled	58	152	51	
Construction/demolition waste recycled	270	83	228	
Waste landfilled	687	789	411	GRI 306-5 UNGC E18
General waste landfilled	639	696	224	
Hazardous waste landfilled	0	7	0	
Construction/demolition waste landfilled	48	86	186	
Management of waste-related impacts	Waste Management			GRI 306-1, 306-2
Amount of hazardous waste from manufacturing	We are a fabless semiconductor Company and do not have our own manufacturing facilities. See Product Environmental Impact for how we work with suppliers to track waste reduction efforts.			SASB TC-SC-150a.1

⁴ Waste is reported for our Santa Clara, CA headquarters location.



Climate and Efficiency

Metric	FY24	FY23	FY22	Reference Indicator
Water⁵ (m³)				
Water withdrawal	394,248	376,656	431,991	GRI 303-3
Municipal water supplies	326,368	340,221	281,469	UNGC E11
Reclaimed water	67,880	36,435	150,522	SASB TC-SC-140a.1
Water consumption	145,831	197,849	239,780	GRI 303-5 SASB TC-SC-140a.1
Water discharge	248,417	178,807	192,210	GRI 303-4
Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	2023 CDP Water Security Response, pp. 14-17			SASB TC-SC-140a.1
Interactions with water as a shared resource	Water Conservation			GRI 303-1 UNGC E11

⁵ FY22 and FY23 figures are revised to align to the operational control boundaries of our Scope 1 and 2 GHG inventory. Our water data is not comparable year-over-year due to calculation methodology changes.



People, Diversity and Inclusion

Metric	FY24	Reference Indicator
Employees	2024 10-K, pp. 11-12	GRI 2-7
Collective bargaining agreements	<p>Employees in Brazil are unionized, and employees in Belgium, Denmark, Finland, France, Germany, Italy, Netherlands, Poland, and Sweden could participate in unions but NVIDIA is legally not allowed to inquire about their involvement. 4.5% represents the highest possible unionized presence that could exist in NVIDIA's workforce.</p> <p>There are collective bargaining agreements in Belgium, Finland, France, Israel, and Italy, covering 13.4% of our employee population.</p>	GRI 2-30 UNGC L1.2
Benefits and promotion of worker health	Benefits and Compensation Benefits at NVIDIA	GRI 401-2, 401-3, 403-6 UNGC L1, L2, L3, L4, L5, L11, L12
Programs for upgrading employee skills and average hours of training	Learning and Development	GRI 404-1, 404-2
Percentage of employees receiving regular performance and career development reviews	Pay and Promotion	GRI 404-3
Ratio of basic salary and remuneration of women to men	Pay and Promotion	GRI 405-2 UNGC L8

Metric	FY24	FY23	FY22	Reference Indicator
Employee Health and Safety				
Lost-time case rate (U.S.) ⁶	0.01	0.01	-	GRI 403-2, 403-9
OSHA recordable incident rate (U.S.) ⁶	0.11	0.10	0.06	UNGC L9
Fatalities (global)	None	None	None	GRI 403-2

⁶ The Lost Time Case Rate is calculated by multiplying the number of incidents that were lost time cases by 200,000 and dividing by the number of labor hours at the company. The OSHA recordable incident rate calculated by multiplying the number of recordable cases by 200,000 and dividing by the number of labor hours at the company.



People, Diversity and Inclusion

Metric	FY24	Reference Indicator
Employee Health and Safety		
Occupational health and safety	<p>Our Health and Safety (H&S) team oversees workplace conditions for NVIDIANS globally. H&S team members provide guidance to ensure that facilities meet or exceed local safety requirements, promote safe work practices, and support compliance with applicable health and safety legislation and policies. Our H&S framework includes:</p> <ul style="list-style-type: none"> > A network of office-level committees and site safety officers. > Globally applicable programs on topics including ladder safety, ergonomics, vehicle safety, and chemical management. > Role-specific online training courses such as hazardous waste, data center safety, lab safety, and site safety officer training. <p>We identify and assess hazards and risks through routine inspections, external audits, incident reporting, and investigations. Incidents and the results of incident investigations are recorded in our global security database. Our processes for hazard assessment and incident investigation are documented in our Illness and Injury Prevention Program.</p>	GRI 403-1, 403-4, 403-5, 403-7, 403-8 UNGC L1, L2, L3, L4, L5 SASB TC-SC-320a.1
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	We disclose information on legal proceedings in our quarterly reports on Form 10-Q and our Annual Reports on Form 10-K . In FY24, there were no instances associated with employee health and safety violations.	SASB TC-SC-320a.2



Workforce and Diversity Data

Metric	FY24	FY23	FY22	Reference Indicator
Region⁷				
Americas	49.8%	49.6%	48.5%	GRI 2-7
APAC	16.8%	16.7%	16.2%	
EMEA	19.8%	19.7%	20.3%	
India	13.6%	14.1%	15.0%	
Employee Type⁷				
Executive	0.1%	0.1%	0.1%	GRI 405-1
Management	16.7%	17.2%	17.6%	
Regular Employees	83.2%	82.7%	82.3%	
Age⁷				
20-30 Years	22.0%	22.8%	22.7%	GRI 405-1
31-50 Years	63.4%	62.8%	62.8%	
51+ Years	14.6%	14.4%	14.5%	
Gender⁷				
Women	19.7%	19.2%	19.0%	GRI 405-1
Men	79.4%	80.0%	80.4%	
No data or not disclosed	0.9%	0.8%	0.6%	



Workforce and Diversity Data

Metric	FY24	FY23	FY22	Reference Indicator
Positions Held By Women				
In technical roles	15.2%	14.7%	14.4%	GRI 405-1
Managers	17.7%	17.1%	16.5%	
Leaders	13.1%	11.4%	12.0%	
Executive Officers	40.0%	40.0%	40.0%	
Outside Directors	28.6%	25.0%	25.0%	
Race/Ethnicity (U.S.)⁷				
American Indian Or Alaska Native	0.1%	0.1%	0.2%	GRI 405-1
Asian	51.0%	50.0%	49.2%	
Black Or African American	2.1%	2.2%	2.4%	
Hispanic Or Latino	3.9%	3.6%	3.3%	
Native Hawaiian Or Other Pacific Islander	0.3%	0.3%	0.3%	
Two Or More Races	1.5%	1.4%	1.4%	
White	35.3%	36.3%	36.8%	
No data or not disclosed	5.9%	6.0%	6.5%	
Employee Self-Identification (U.S.)				
Disability	3.2%	2.7%	2.1%	GRI 405-1
Veteran	1.5%	1.5%	1.4%	
New employee hires and employee turnover	Recruitment Engagement and Retention			GRI 401-1
Diversity of governance bodies and employees	2024 Proxy Statement, pp. 7, 18			GRI 405-1, UNGC G11

⁷ Numbers may not sum to 100% due to rounding effects.



Product Value Chain

Metric	FY24	Reference Indicator
New suppliers that were screened using environmental or social criteria	Responsible Sourcing Human Rights	GRI 308-1, 414-1
Negative impacts in the supply chain and actions taken	Responsible Sourcing Human Rights NVIDIA Responsible Minerals Policy	GRI 308-2, 414-2 SASB TC-SC-440a.1
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Risk Assessment and Auditing Human Rights Policy	GRI 407-1 UNGC L1, L2, L3, L4, L5, L11, L12
Operations and suppliers at significant risk for incidents of child labor	Human Rights Risk Assessment and Auditing Human Rights Policy	GRI 408-1 UNGC L1, L2, L3, L4, L5, L11, L12
Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Risk Assessment and Auditing Human Rights Policy	GRI 409-1 UNGC L1, L2, L3, L4, L5, L11, L12
Percentage of production from owned facilities	We are a fabless semiconductor Company and do not have our own manufacturing facilities.	SASB TC-SC-000.B



Responsible Business

Metric	FY24	Reference Indicator
Conflicts of interest	Corporate Governance Policies of the Board of Directors 2024 Proxy Statement, pp. 45	GRI 2-15
Communication of critical concerns	Investigations Process	GRI 2-16
Policy commitments	Company Policies	GRI 2-23 UNGC G2, G3, G7, G7.1 HR2, HR2.1, L1.1, E1.1
Embedding policy commitments	Our Code Code of Conduct	GRI 2-24
Mechanisms for seeking advice and raising concerns	Investigations Process	GRI 2-25, 2-26 UNGC G8
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We disclose information on legal proceedings in our quarterly reports on Form 10-Q and our Annual Reports on Form 10-K .	SASB TC-SC-520a.1
Anti-corruption policies and procedures	Anti-Corruption Policy	GRI 205-1, 205-2 UNGC AC3, G6



TCFD Index






We disclose information relevant to the recommendations prescribed by the Task Force for Climate-Related Financial Disclosures (TCFD) in our [2023 CDP Climate Change response](#).

Disclosure Item	Recommended Disclosure	Cross-Reference
Governance	a. Board Oversight—Describe the Board’s oversight of climate-related risks and opportunities.	C1. Governance – C1.1; pp. 4-5
	b. Management’s Role—Describe management’s role in assessing and managing climate-related risks and opportunities.	C1. Governance – C1.2; pp. 6
Strategy	a. Risks and Opportunities—Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	C2. Risks & Opportunities – C2.1, C2.3 and C2.4; pp. 9-10, 14-20
	b. Impact on Organization—Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	C2. Risks & Opportunities – C2.3 and C2.4; pp. 14-20, C3. Business Strategy – C3.1, C3.2, C3.3, C3.4; pp., 20-28
	c. Resilience of Strategy—Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy, and financial planning.	C3. Business Strategy – C3.2; pp. 21-24
Risk Management	a. Risk Assessment Processes—Describe the organization’s processes for identifying and assessing climate-related risks.	C2. Risks & Opportunities – C2.1 and 2.2; pp. 9-14
	b. Risk Management Processes—Describe the organization’s processes for managing climate-related risks.	C2. Risks & Opportunities – C2.1, and C2.2; pp. 9-14
	c. Integration into Overall Risk Management—Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	C2. Risks & Opportunities - C2.1, C2.2; pp. 9-14, C3. Business Strategy – C3.3 and C3.4; pp. 24-28
Metrics and Targets	a. Climate-Related Metrics—Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C4. Targets and Performance - C4.2; pp. 38-42, C5. Emissions Methodology – C5.1, C5.2, C5.3; pp. 47-56, C8. Energy - C8.2; pp. 73-111
	b. Scope 1,2,3 GHG Emissions—Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	C6. Emissions Data - C6.1, C6.2, C6.3, C6.4, C6.5, and C6.7; pp. 56-67, C7. Emissions Breakdowns - C7.1, C7.2, C7.3, C7.4, C7.5, C7.6; pp. 68-70
	c. Climate Related Targets—Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4. Targets and Performance - C4.1, C4.2; pp. 29-42



U.N. Sustainable Development Goals

We continue to align our business activities to the UN Sustainable Development Goals. Here are a few ways we contributed to the SDGs in FY24.

SDG	Our Support	Our Impact
	Our employees' well-being, physical, emotional, and financial health is a top priority, and we aim to support them by <u>offering</u> a suite of services where people can choose what works best for them. We partner with NVIDIA's community resource groups to tailor support programs based on targeted needs, including gender affirmation support, enhanced health insurance coverage for members with developmental delays, and mental health counselor search tools.	NVIDIA launched more than two dozen new microservices that allow healthcare enterprises worldwide to take advantage of the latest advances in generative AI from anywhere and on any cloud. They offer advanced imaging, natural language and speech recognition, and digital biology generation, prediction, and simulation, accelerating transformation for healthcare companies as generative AI introduces numerous opportunities for pharmaceutical companies, doctors, and hospitals.
	We continue to invest in entry-level feeder programs around the world, including the <u>NVIDIA Ignite</u> program that prepares first- and second- year college students for an NVIDIA internship the following summer. We implement tools to help us identify a wider pool of diverse talent in the student population, and our recruitment efforts in the U.S. attracted underrepresented applicants through virtual and on-campus events.	Embodying the convergence of AI and academia, the University of Florida inaugurated the Malachowsky Hall for Data Science & Information Technology, marking a milestone in the partnership between UF alum and NVIDIA co-founder Chris Malachowsky, NVIDIA and the state of Florida—a collaboration that has propelled UF to the forefront of AI innovation.
	NVIDIA continues to achieve pay parity, defined as no statistically significant differences in compensation based on gender, race, or ethnicity, for the past several years, and we plan to continue doing so. We offer comprehensive <u>benefits</u> programs worldwide, including full-cost reimbursement for eligible adoption, surrogacy, and fertility treatment expenses.	In FY24, five NVIDIAians were among 43 women honored by the Silicon Valley YWCA for excelling in their fields, making significant contributions in their executive and professional roles, and giving back to the community.
	We believe AI should respect privacy and data protection regulations, operate in a secure and safe way, function in a transparent and accountable manner, and avoid unwanted biases and discrimination. Trustworthy AI principles are foundational to our end-to-end development and essential for the technical excellence that enables partners, customers, and developers to do their best work.	The U.S. National Science Foundation has launched the National Artificial Intelligence Research Resource pilot program with significant support from NVIDIA. The initiative aims to broaden access to the tools needed to power responsible AI discovery and innovation, in partnership with 10 other federal agencies as well as private-sector, nonprofit, and philanthropic organizations.
	To manage the GHG emissions footprint of our data centers, labs, and offices, we strategically focus on locating new sites, selecting facilities to expand, managing our operations efficiently, and sourcing renewable energy. Our current goal to source all global electricity use for offices and data centers under operational control from renewable energy is expected to result in zero scope 2 market-based emissions by the end of our fiscal year ending January 26, 2025.	The National Grid Electricity System Operator (ESO) is testing AI models that provide granular, near-term forecasts of sunny and cloudy conditions over the UK's solar panels. With better forecasts, ESO could cut down on the extra fossil fuel energy held as reserve—improving efficiency while decreasing carbon footprint.

About This Report

We welcome feedback on this report and our performance. Send comments and suggestions to NVIDIACorporateSustainability@nvidia.com.

The discussion of topics included in this report and our other corporate responsibility disclosures should not be read as implying that such topics are “material” in the context of the U.S. federal securities laws, Delaware General Corporation Law, or any other regulatory framework, even where we use words such as “material” or “materiality”. Our approach to sustainability disclosures is informed by reporting frameworks, such as the GRI, that involve broader definitions of materiality than used for purposes of our compliance with SEC disclosure obligations. As a result, “materiality” for purposes of our sustainability reporting includes impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and the inclusion of topics in our sustainability reporting, even when described as “material,” does not indicate that such topics are material to the Company’s business, operations, or financial condition.

NVIDIA’s reporting follows our fiscal calendar, FY24 data corresponds to the period January 30, 2023, to January 28, 2024. The information contained in this report is accurate as of approximately May 24, 2024, unless stated otherwise. The information is subject to change, and NVIDIA will not necessarily disclose such changes. The information may be updated, amended, supplemented, or otherwise altered by subsequent reports or filings by NVIDIA.

Certain statements included or incorporated by reference in this report, other than statements or characterizations of historical fact, including, but not limited to, statements as to: our growth; our market opportunities; the performance, impact, and benefits of our products and technologies; our strategies; our priorities, goals, and objectives; market trends; future forecasts; and other predictions and estimates are forward-looking statements and are based on our current expectations, estimates, and projections about our industry and

our management’s beliefs and assumptions. We caution readers that these statements are merely predictions and are not guarantees of future results. Actual events may differ materially, perhaps adversely. In particular, goals and targets described in this report are aspirational and not guarantees or promises that the goals or targets will be met.

Our Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and other filings made with the SEC discuss some of the important risk factors that could contribute to differences between projections and outcomes, which could affect our business, operational results, and financial condition. Except as required by law, NVIDIA does not recognize any obligation to revise or update any forward-looking statements.

Historical and forward-looking statements contained in this report may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Such historical and forward-looking statements may be subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such information and may include estimates or approximations. We believe that such estimates are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. The precision of different measurement techniques may also vary. As we improve our methodologies and as new information becomes available, we may continue to revise our estimates and assumptions.

This report also includes certain information, including with respect to emissions factors, that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Such information is subject to assumptions, estimates and other uncertainties, and we have not independently verified this information.