NVIDIA Sustainability Report Fiscal Year 2025

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About This Report

Message From Our CEO

We are living in a historic time. The era of AI has arrived—and with it, a new industrial revolution. The shift from general-purpose computing to AI is transforming every industry, every scientific field, and daily life.

AI is more than a technological shift—it's the birth of an entirely new manufacturing industry, bringing profound economic and societal opportunities. Today's data centers, built for general-purpose computing, don't have the performance or efficiency to support AI. Modernizing more than $1 trillion of data centers is now underway.

At the center of this transformation is the AI factory—where electricity goes in and tokens come out. Data is transformed into intelligence, and intelligence drives the new economy.

Traditional manufacturing runs on 100-megawatt factories. But this new industry—AI manufacturing—is something else entirely. Each one is a $60 billion investment. It takes three years to build and requires a vast new workforce.

We'll need carpenters, steelworkers, masons, mechanical and electrical engineers, and plumbers—the tradecraft that will power this new economy. Then come the experts in computing, networking, and operations.

At the next layer, AI agents will transform knowledge work—assisting doctors, financial service professionals, and customer care teams. At NVIDIA, every software engineer is now assisted by AI. The amount of code we produce is extraordinary. Our productivity has increased dramatically—alongside our ability to invest in new ideas and invent more of what the world needs.

Energy Is the Limiter

Electricity is the lifeblood of digital intelligence. We need more.

We must build AI factories for this industry to thrive. However, supplying them with the electricity they will need isn't sustainable with today's energy infrastructure.

The solution is twofold. First, we need a national, industry-focused energy policy supporting this new industry's growth. A single AI factory can draw 100 to 200 megawatts—on par with the world's largest data centers.

These systems are being built continuously across industries and nations. We appreciate the current administration's leadership here and will contribute however we can.

But in an economy where electricity creates intelligence—and intelligence drives revenue—removing the energy bottleneck isn't enough.

We must design AI factories where extreme performance and energy efficiency aren't a tradeoff.

A New Computing Platform for a New Era

We began building toward this future over a decade ago, reinventing the entire computing stack—from GPU architecture and system design to libraries, developer tools, and software platforms tailored for specific industries. Today, NVIDIA is a full-stack AI company, with more than 6 million developers building AI applications that discover life-saving drugs, design climate models, and optimize global supply chains.

Our Blackwell architecture marked a breakthrough moment in computing. In its first quarter, Blackwell became the fastest-

ramping product in our history. It is the engine of the AI factory—and the solution to the data center energy bottlenecks.

Our Blackwell platform delivers a 25x improvement in energy efficiency for LLM inference compared to the Hopper generation. It's not just faster—it's fundamentally more efficient.

Accelerated computing is 20x more energy efficient than traditional computing across a mix of AI workloads. With revolutionary density, a liquid-cooled rack now holds a 1 exaflop system powered by 600,000 components working as one. Blackwell's performance-per-watt and density unlock intelligence production at industrial scale.

NVIDIA is investing in U.S. manufacturing, building AI supercomputers for the first time in the U.S. Working with TSMC, Foxconn, Wistron, Amkor, and SPIL, NVIDIA plans to produce up to $500 billion worth of AI infrastructure in the U.S. over the next four years—strengthening supply chain resilience and creating hundreds of thousands of American jobs.

With this AI infrastructure in place, we'll help revolutionize every other industry, and ultimately create new ones we've yet to imagine.

Transforming Healthcare and Life Sciences with AI

AI is transforming healthcare—from diagnosis to precision treatment—and helping accelerate the discovery of life-saving drugs.

Our AI platforms are driving breakthroughs in precision drug discovery with partners like Genentech and Amgen, and powering intelligent surgical platforms with Johnson & Johnson MedTech.

We've partnered with governments, healthcare providers, academic institutions, and startups to accelerate genomics, disease prediction, and patient care:

> BrainStorm Therapeutics uses NVIDIA BioNeMo AI models and patient-derived brain cell models to accelerate the repurposing of drugs for neurological diseases. The team identified Donepezil, an Alzheimer's drug, as a potential therapy for Rett syndrome—applying for an FDA-cleared Phase 2 trial in just nine months, compared to years traditionally.

> Evo 2, a next-generation biomolecular AI model trained on nearly 9 trillion nucleotides, predicts protein function, identifies potential treatments, and evaluates gene mutations—accelerating progress in drug discovery, biofuels, and environmental cleanup.

We are building technology to save lives.

Expanding Access to AI Education and Skills

We are investing deeply to ensure AI opportunities are accessible to everyone.

> California launched a first-of-its-kind AI education initiative with NVIDIA to train students and educators statewide, preparing thousands for AI careers and driving economic development. Through the Deep Learning Institute, NVIDIA will provide teaching kits, cloud GPU access, and workforce certification. Projects include using Omniverse to build digital twins for San José and training students on underwater data center technology.

> NVIDIA and the State of Oregon announced a new collaboration to build an AI-ready workforce, anchored by a $10 million investment. Oregon will gain access to NVIDIA technologies and training programs to upskill workers, foster innovation, and drive economic growth across key industries statewide.

> The State of Utah launched a new AI education initiative with NVIDIA to prepare students and professionals for careers in AI. Beginning with eight top universities, educators across Utah's universities and colleges will gain certification and access to cloud GPU resources, helping build a competitive, tech-savvy workforce for the future.

> NVIDIA and partners launched Signs, an AI-powered platform to bridge communication gaps between the deaf and hearing communities. Users can practice signing with the help of a 3D avatar and receive real-time AI feedback through webcam analysis. The project aims to build a validated dataset of 400,000 video clips covering 1,000 signed words to support ASL education and accessible AI technologies.

Building Smarter, Safer Infrastructure

The future demands infrastructure that is smarter, faster, safer, and more sustainable.

> AI2's EarthRanger platform, trained with NVIDIA Hopper GPUs, supports conservation efforts across 76 countries and 650 protected areas. EarthRanger aggregates real-time data from satellites, sensors, and field reports to help rangers monitor wildlife, prevent poaching, and protect ecosystems—creating the world's largest database for elephant movement prediction and wildlife management.

- Using the EarthRanger platform, OroraTech protects critical natural infrastructure with AI-powered satellites that run edge computing for real-time wildfire detection. The system monitors over 30 million hectares of habitat across Africa and Australia—an area nearly the size of Germany—delivering fire alerts within five minutes to safeguard ecosystems, agriculture, and communities.
- Buzz Solutions uses NVIDIA AI to optimize electric grid operations, helping utilities detect infrastructure issues before they cause outages or wildfires. Its PowerGUARD platform analyzes real-time video streams to improve safety and reduce inspection times—cutting months of manual review to minutes.

Safeguarding Nature and Biodiversity

AI is playing an increasingly important role in protecting the natural world.

- Wildlife Protection Solutions uses NVIDIA AI to process 65,000+ wildlife images daily across 3,000 remote cameras worldwide. The system proactively alerts rangers to poachers and at-risk animals, helping to protect endangered species in more than 50 countries.
- Conservation X Labs empowers over 2,000 researchers with AI-enabled wildlife population tracking through the Wild Me platform, analyzing a crowdsourced database of 14 million images. Sentinel devices have delivered 100,000 actionable insights for 80 species, enabling rapid interventions to protect endangered animals.

Accelerating Climate Action With AI

We are applying our technology to one of the greatest challenges of our time: climate change.

- NVIDIA Earth-2 delivers AI-driven global climate simulations 500x faster and 10,000x more energy efficient than traditional models. Built on DGX Cloud and powered by the CorrDiff generative AI model, Earth-2 produces 12x higher-resolution forecasts—helping scientists and governments better predict extreme weather and accelerate climate resilience efforts.
- The Central Weather Administration of Taiwan and The Weather Company are adopting NVIDIA Earth-2 APIs to improve disaster response and flood prevention. Using Earth-2, Taiwan will better forecast typhoon landfalls, while The Weather Company will create higher-resolution weather twins to help businesses simulate and mitigate real-world weather impacts.

Our Commitment to Sustainability

Through all of this, we are focused on our sustainability efforts. This year, our team achieved a major milestone: 100% of NVIDIA's global electricity consumption is powered by or matched with renewable energy.

We are working to reduce emissions wherever we can. For the first time, we published a product carbon footprint summary for a GPU-accelerated server. We found that manufacturing-related emissions are significantly lower than previously estimated—a testament to the power of AI to optimize products, processes, and supply chains. AI is already making a major contribution to global sustainability efforts.

Culture, Community, and Responsibility

Helping our communities has always been at the heart of NVIDIA's culture. In fiscal year 2025, NVIDIANs donated nearly $27 million and logged over 78,000 volunteer hours to support more than 9,000 nonprofits in nearly 70 countries.

Extraordinary people come to NVIDIA to do their life's work—and stay. Our remarkably low 2.5% turnover rate, compared to the industry average of 16.4%, reflects that. One in five employees has been with NVIDIA for a decade or longer.

AI represents a generational opportunity on the scale of the IBM System 360 or the advent of the internet. But the impact of the AI revolution will surpass anything we've seen before.

NVIDIA isn't just part of this revolution—we're powering it. It's a privilege to contribute to this moment—and a responsibility we carry with pride.

AI factories are here. A new industry is rising—and with it, unprecedented opportunities to build a better future.

We are making history together.

Jensen Huang,
Founder and CEO, NVIDIA

Introduction

FY25 Highlights

About NVIDIA

36,000
Employees globally

38
Countries NVIDIA operates in globally

#4
On Glassdoor's list of best employers

Energy, Efficiency, and Climate

100%
Renewable electricity in FY25

50X+
Energy efficiency of NVIDIA Blackwell GPUs over CPUs for LLM AI inference workloads

#1
Supercomputer on the November 2024 Green500 is powered by NVIDIA

People, Diversity, and Inclusion

1 in 5
Employees have been with NVIDIA for a decade or longer

1,000
Employees participated in our mentorship program

2.5%
Overall turnover rate, compared to the semiconductor industry average of 16.4%

Product Value Chain

80%+
Scope 3 category 1 GHG emissions covered in supplier engagement efforts

91%
Suppliers audited in the past two years

97%
NVIDIA GPU systems packaging was recyclable materials by weight

About NVIDIA

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

Our full-stack includes the foundational NVIDIA® CUDA® programming model that runs on all NVIDIA GPUs, as well as hundreds of domain-specific software libraries, software development kits (SDKs), and Application Programming Interfaces (APIs). This deep and broad software stack accelerates the performance and eases the deployment of NVIDIA accelerated computing for computationally intensive workloads such as artificial intelligence (AI), model training and inference, data analytics, scientific computing, and 3D graphics. It delivers 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, molecule structures, and recommendation systems. These systems can recommend highly relevant content such as products, services, media, or ads using deep neural networks trained on vast datasets that capture the user's 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 have invested over $58.2 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, enabled our platforms to be data center scale, 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, NVIDIA Clara™ for healthcare, and NVIDIA 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, NVIDIA Grace™, built for giant-scale AI and high performance computing, or HPC.

NVIDIA's sustainability reporting follows our fiscal calendar; FY25 data corresponds to the period January 29, 2024, to January 26, 2025.

Sustainability Governance

We assess corporate sustainability topics to identify our key social and environmental impacts, risks and opportunities, using internal expertise, stakeholder expectations, and market trends in the process. In FY25, we conducted our first double-materiality assessment, assessing sustainability issues based on financial and impact materiality.

We determine the sustainability topics to include in our reporting based on our impacts, stakeholder expectations, and frameworks 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) reviews and discusses 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 (CS) team updates the NCG Committee at least semiannually on these topics, 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 CS team reports on sustainability issues to the full Board annually.

At the executive level, our CS team reports to a Corporate Sustainability Steering (CSS) Committee comprised of members of our executive leadership team. This committee is responsible for overseeing and providing input on our sustainability strategy and program.

Our CS team manages our sustainability program, including progressing our policies, monitoring targets, and reporting. The team has continued to improve our sustainability data monitoring and controls, onboarding software solutions to facilitate data collection and calculations, and partnering with our Financial Controllership team to formalize internal policies and expand third-party assurance of sustainability metrics.

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

Our Impact

By offering unprecedented levels of computing and intelligence, the twin advancements of accelerated computing and artificial intelligence are enabling a renaissance of innovation for the benefit of humanity. From revolutionary drug discovery to wildfire management to energy abundance, NVIDIA is helping solve the world's most difficult environmental and social challenges.

Environment

More organizations are discovering and utilizing AI's potential to address environmental challenges. Companies are using AI-enabled computer vision to more effectively sort materials for recycling, reducing costs and waste. Others are deploying AI-enabled autonomous boats to find and collect waste in waterways, and identify the sources. AI is even helping protect wildlife and mitigate wildfires. These advances are turning environmental data into intelligence advances efforts to protect our planet.

Energy and Climate

Although the energy required to power AI is growing as the technology is deployed at scale, AI is already supporting energy availability and reliability. AI is improving the efficiency of energy-intensive sectors like manufacturing, helping utilities increase grid resilience and power generation, and even enhancing data center energy efficiency.

AI also helps the world adapt to the impacts of climate change. NVIDIA's Earth-2 initiative combines the power of AI, GPU acceleration, physical simulations, and computer graphics

to develop applications that can simulate and visualize global weather and climate predictions with unprecedented accuracy and speed. Earth-2's CorrDiff model improves the energy efficiency of weather modeling by up to 10,000x, unlocking vast atmospheric and oceanic data for informed decision-making and disaster mitigation.

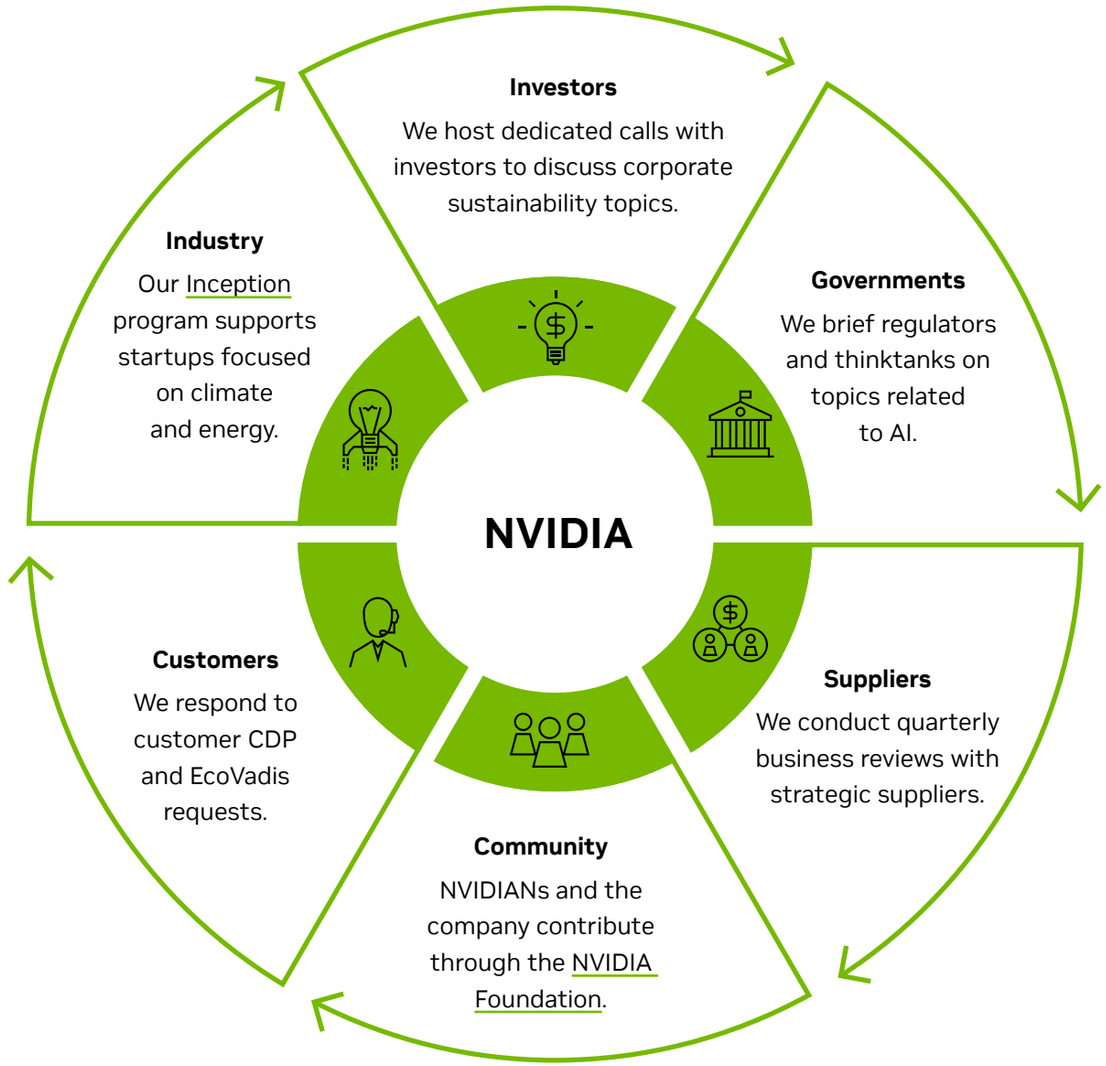
Earth-2's data insights are helping solve other challenges too. The oceanographers at Amphitrite, a member of NVIDIA's Inception program, use the platform's intelligence to optimize shipping routes based on currents and weather, saving costs and fuel, and reducing emissions and shipping times. Amphitrite's customers are also using their models to analyze currents and follow plastics that drift from a garbage patch off the coast of California to facilitate waste cleanup.

Society

Public and private organizations are increasingly using AI to pursue positive social impacts. NVIDIA partnered with the American Society for Deaf Children and Hello Monday to develop the Signs platform, an AI-enabled tool to help teach American Sign Language. NVIDIA also promotes education and AI upskilling through partnerships with California, Utah, and countries in Africa. NVIDIA technology enables healthcare institutions to harness the power of AI and HPC to improve patient care, accelerate research, and unlock medical breakthroughs.

Healthcare

AI is enabling a quantum leap forward in life sciences and healthcare, advancing science and well-being. For example, NVIDIA released a new foundation model, Evo 2, that understands the genetic code for all domains of life. In healthcare and drug discovery, Evo 2 could help researchers understand which gene variants are tied to a specific disease and design novel molecules that precisely target those areas to treat the disease. In agriculture, the model can help tackle global food shortages by providing insights into plant biology and helping scientists develop varieties of crops that are more climate-resilient or nutrient-dense.



Our approach to stakeholder engagement.

Energy, Efficiency, and Climate

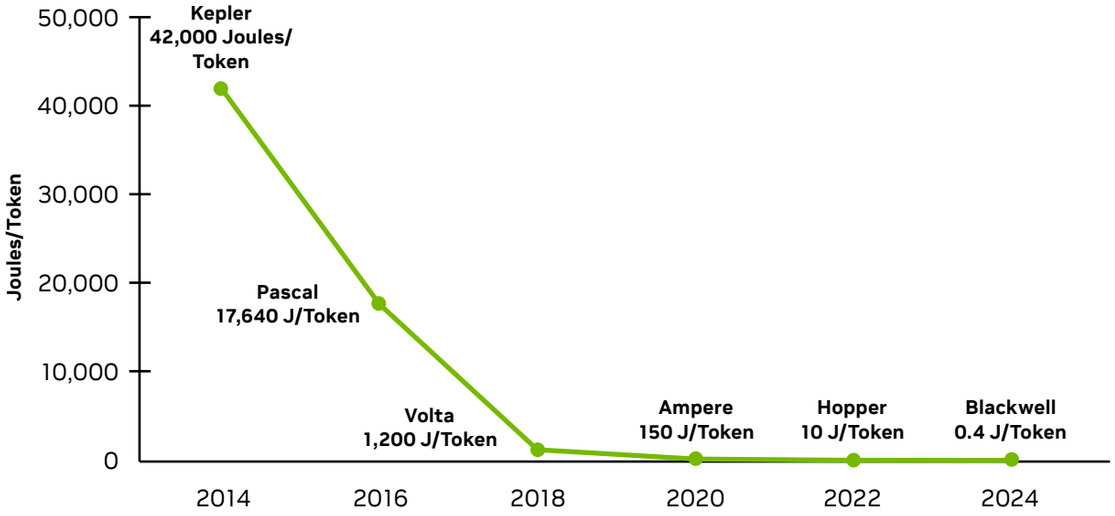
Product Energy Efficiency

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.

Frontier AI models continue to increase 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.

Accelerated Computing Is Energy Efficient Computing



GPT-MoE-1.8T energy per token
Energy efficiency in LLM inference has improved 100,000x in 10 years

NVIDIA Blackwell Ultra GPUs are generally over 50X more energy efficient than traditional CPUs for large language model (LLM) AI inference workloads, and NVIDIA DPUs can reduce power consumption by 30% by offloading essential data center networking and infrastructure functions from less efficient CPUs. If AI, HPC, and data analytics workloads were switched from CPU infrastructure to GPU and DPU-accelerated operations, we estimate the world could save almost 40 trillion watt-hours of energy a year, equivalent to the electricity requirements of nearly 5 million U.S. homes.

Energy efficiency is critical as AI models and HPC applications increase exponentially in

8

Of the top 10 supercomputers on the November 2024 Green500 list are powered by NVIDIA, including the #1 spot with the NVIDIA GH200 Grace Hopper NVIDIA DRIVE™ Superchip-based JEDI system.

50X+

Energy efficiency of NVIDIA Blackwell GPUs over CPUs for LLM AI inference workloads

40T

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

size. AI workloads such as LLMs range in size from small-scale like GPT-J (6 billion parameters) to larger-scale like GPT-3 (175 billion parameters), and massive LLMs now extend further into multi-trillion parameter scale. The NVIDIA GB200 Grace Blackwell Superchip has demonstrated 25x energy efficiency over the prior NVIDIA Hopper™ generation for inference of massive LLMs, while CPUs have not demonstrated an ability to effectively run the largest LLMs.

In March 2025, NVIDIA announced throughput-related innovations that dramatically improve the energy efficiency of inference at scale, even within the Blackwell platform. Moving from the Blackwell NVL8 system at FP8 to Blackwell NVL72 at FP4, for example, we demonstrated an improvement in scaled inference efficiency, measured in million tokens per second per megawatt, of nearly 2x–130x*. In other words, our newest system offers almost 50%-99% reduction in energy consumption for the same performance (inference throughput and response time).

Greenhouse Gas Emissions

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

Achieving our Climate Targets

We've made important progress towards our existing energy and emissions goals:

Scope 1 and 2:

In FY23, we set a goal to purchase or generate enough renewable electricity to match 100% of our global electricity usage for offices and data centers under our operational control by FY25. We're happy to announce that we achieved and will maintain 100% renewable electricity for offices and data centers under our operational control. By delivering on this commitment, we continue to aim to reduce our Scope 1 and 2 emissions in line with prevalent climate science standards.

Scope 3:

We've achieved our goal ahead of schedule, 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 FY25, we engaged suppliers comprising over 80% of NVIDIA's Scope 3 category 1 emissions.

In FY25, NVIDIA achieved:

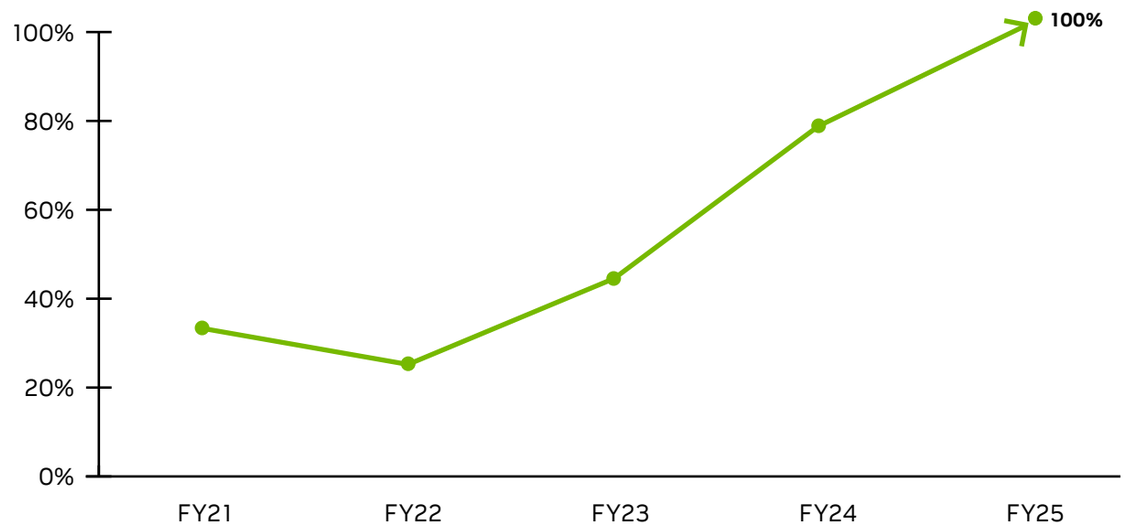
100%

Renewable electricity, reducing our GHG footprint to zero Scope 2 market-based emissions

80%+

Scope 3 category 1 emissions covered in supplier engagement

Progress on Our Renewable Electricity Target



* Improvement varies based on how heavily single-user response time is prioritized.

Our New SBTi Validated Targets

We're excited to announce that NVIDIA has committed to two new emission reduction targets. Both targets were validated by the Science Based Targets initiative (SBTi) as reducing greenhouse gas emissions in line with the goal of limiting global warming to 1.5°C.

We commit to the following science-based targets from a FY23 base year:

- To reduce absolute scope 1 and 2 emissions 50% by FY30
- To reduce scope 3 emissions intensity from use of sold GPU products by 75% per PFLOP by FY30

Reducing energy and emissions per computation represents NVIDIA's biggest opportunity to reduce emissions and to support global sustainability efforts. Our scope 3 target is measured in PFLOP, or PetaFLOP, which represents one quadrillion (10^15) floating-point operations per second. This is a common industry standard for measuring computational performance capacity.

We plan to publish our FY26 progress toward these targets by next year, along with a complete inventory of NVIDIA's significant scope 3 emissions.

To manage the greenhouse gas (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.

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 FY25, FY24, and FY23. 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 Santa Clara, CA headquarters buildings and Yokneam, Israel offices. Our Environmental, Health, Safety, and Energy Policy provides the framework for our EMS. And our dedicated Environmental, Health, and Safety and corporate sustainability 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 approximately 41% of our data center energy use in FY25. 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, and our Hyderabad, India campus are LEED Gold certified. These 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 845 kW. In FY24, in support of our renewable electricity goal, we also added solar panels at our Hyderabad campus.

In FY25, we increased the amount of our renewable electricity use to 100% for offices and data centers under our operational control, achieving our target. Our renewable electricity sourcing includes 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.

We plan to continue our goal of

100%

renewable electricity use annually.

Waste Management

We aim to reduce the amount of waste we send to landfill through waste reduction, reuse, and recycling initiatives. We 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.

For products we use for testing, R&D, and production purposes, we have programs in place to support internal re-use of equipment that hasn't 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 broken or unusable hardware.

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 also conduct an annual water risk assessment for all NVIDIA facilities and data centers, which helps us understand which sites are located in water-stressed areas.

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.

We're introducing closed-loop liquid cooling systems across our data centers to reduce water usage and improve cooling efficiency. These systems circulate an engineered fluid—typically a mixture of propylene glycol, water, and corrosion inhibitors—within a sealed loop, eliminating the need for evaporative cooling and significantly reducing water consumption. For example, the NVIDIA GB200 NVL72 rack-scale, liquid-cooled system, built on the NVIDIA Blackwell platform, offers exceptional performance while balancing energy costs and heat. It packs unprecedented compute density into each server rack, delivering 30x higher throughput, 25x more energy efficiency, and 300x more water efficiency than traditional air-cooled architectures.

At our Santa Clara headquarters, our Voyager and Endeavor buildings are LEED Gold certified and connected by a three-acre park that's irrigated with reclaimed water and shaded 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 our employees. To execute our business strategy successfully, we must recruit, develop, and retain the very best talent globally, including exceptional executives, scientists, engineers, and technical and non-technical staff.

NVIDIA continues to be among America's best places to work as judged by employees. We were ranked #4 on Glassdoor's Best Places to Work and #5 on the Fortune 100 Best Companies to Work For lists for 2025.

Recruitment

As the demand for global technical talent continues to be high, we've grown our technical workforce and have been successful in attracting top talent to NVIDIA. We have attracted talent worldwide through our strong employer brand and differentiated hiring strategies for college, professional, and leadership talent. Our workforce is 82% technical and 51% hold advanced degrees. Additionally, we have increased our focus on diversity recruiting and we welcome employees of all backgrounds. Our own employees also help to surface top talent, with over 41% of our new hires in FY25 coming from employee referrals.

When recruiting new talent or developing our current employees, we strive to build a robust talent pipeline that includes those underrepresented in the technology field, including women, Black/African American, and Hispanic/Latino candidates.

We continue to focus on our employee referral program, talent-based hiring process, and partnering with our community resource groups to reach candidates of all backgrounds. Candidates are provided an opportunity to meet with a community resource group member during the final interview to get to know NVIDIA culture.

36,000
NVIDIANs

6,400
New in FY25

38
Countries

To strengthen our university pipeline, we continue to invest in entry-level feeder programs around the world. This includes 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 Anita B.org (global), Rewriting the Code (US), Women in Machine Learning/WIML (US), WiGRAPH (US), Latinas in Tech (US), FemInno (Armenia),

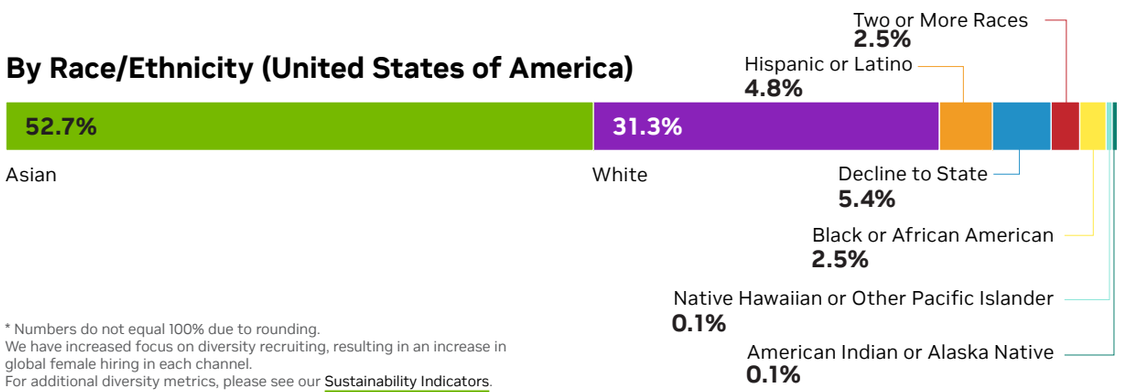
FY25 Hiring Data*

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.

ProWoman (Israel), and Upreach (EMEA). We also attend conferences that serve diverse communities and host on-site events for historically underrepresented groups.

Benefits and Compensation

We offer comprehensive benefits to support our employees' and their families' physical health, well-being, and financial health. Programs include 401(k) programs in the U.S., statutory and supplemental pension programs outside the U.S., our employee stock purchase program, flexible work hours, and time off policies. We evaluate our benefit offerings globally and aim to provide comparable support across the regions where we operate.

We offer tailored benefits based on the needs of our employees including continuing support for parents; both new birth parents and those who wish to become parents. 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. Non-birth parents can take 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 10 different community resource groups to enhance 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.

> 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 strive to provide equitable compensation and opportunities for advancement to all employees and to achieve promotion parity based on a variety of considerations. We perform an annual review of peer compensation in the markets we operate in, and track equity and parity in retention, promotions, and pay.

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.

Engagement and Retention

We want NVIDIA to be a place where people can grow 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, a suggestion box, and an anonymous third-party platform. 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 and vote on ideas about making our company a better place to work.

In addition, our CEO discusses our quarterly results, shares the vision for the company, and responds to questions from employees during our quarterly Company meetings.

We support a flexible work environment allowing us to recruit the very best employees, regardless of where they live. This flexibility supports diverse hiring and retention of talent, including working parents and other caregivers and employee engagement, which we believe makes NVIDIA a great place to work. To give employees time to recharge, 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 2.5% remains extremely low compared with the semiconductor industry average of 16.4%. The turnover rate for women and men has been similar in the past several years.

> Approximately 1 in 5 employees have been with NVIDIA for 10 years or longer, and 2 in 5 employees have been with NVIDIA for 5 years or longer.

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 constantly upgrade our learning offerings to ensure that our employees are exposed to the most current content and technologies

Pay Ratio	**FY25**	**FY24**	**FY23**
Women | Men (Global)	99.4 | 100	99.5 | 100	99.5 | 100
Asian | White (U.S.)	100.3 | 100	100.1 | 100	100.1 | 100
Black/African American | White (U.S.)	100.6 | 100	101.5 | 100	101.5 | 100
Hispanic/Latino | White (U.S.)	99.2 | 100	99.2 | 100	99.2 | 100

Turnover Rate	**FY25**	**FY24**	**FY23**
Overall turnover	2.5%	2.7%	5.3%
Men	2.5%	2.7%	5.3%
Women	2.3%	2.8%	5.1%
Asian (U.S.)	2.0%	2.1%	4.2%
Black/African American (U.S.)	6.4%	3.1%	5.8%
Hispanic/Latino (U.S.)	2.7%	1.6%	3.3%

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 programs, 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 a company-wide event that includes a series of development sessions for employees to build new skills, understand their strengths, and learn how to advance their careers at the Company.

505,000+

Hours of learning logged by NVIDIA employees globally, approximately 14 hours per employee in FY25.

Community Resource Groups

We support 10 community resource groups (CRGs), which are open to all employees and have executive-level sponsorship and dedicated budgets: Arabs & Allies Network (AAN), 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). In FY25, we introduced AAN, to empower, celebrate, educate, and support the rich diversity of the Arab world and its diaspora.

We host topic-specific education events for CRGs relevant to their needs and feedback, including a session on our Inspire 365 initiative, which promotes employee giving and volunteering.

Allyship

Our allyship program is established and facilitated by employees to build a network of allies who model inclusive behaviors, amplify the work of others, and advocate for changes that lead to increased equity. The global program trains NVIDIANs to show up as allies for their peers, leading to a sense belonging across 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 programs delivers tools, insights, and capabilities that managers need to excel in their roles. We also offer a program that educates non-managers on the expectations of leaders at NVIDIA so they can prepare themselves to moving in to leadership. We provide managers with a resource guide that provides them with practical actions 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 don't 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 3TG 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 from 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) mature, 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 is designed to conform in all major respects with the framework recommended by the OECD. We've established a company management program endorsed by our Executive Vice President, Operations. We identify and assess the risks in our supply chain and have adopted a strategy and process for responding to the risks we've identified. As part of our diligence process, we review smelter data published by the Responsible Minerals Assurance Process, or RMAP, of the RMI, as well as with the smelters that were audited by the London Bullion Market Association, or LBMA, the Responsible Jewelry Council, or RJC, and the Tungsten Industry—Conflict Minerals Council, or TI-CMC. These groups carry out independent third-party audits of due diligence at identified points in the supply chain to verify a smelter compliance status. Finally, NVIDIA makes various reports on our supply chain due diligence, including internally to management and externally through our Form SD.

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've 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 mainly concentrated in the Asia-Pacific region. We use foundries, such as Taiwan Semiconductor Manufacturing Company Limited (TSMC) and Samsung Electronics Co., Ltd., or Samsung, to produce our semiconductor wafers. We purchase memory from SK Hynix Inc., Micron Technology, Inc., and Samsung. We use CoWoS technology for semiconductor packaging. 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) or a Semi-annual Business Review (SBR) 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 risk rank determines supplier risk to be low, moderate, or high, and assessments or audits are conducted on a one- to three-year cycle based on our risk analysis.

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 FY25, we reviewed VAP audits on 48% of our strategic suppliers, bringing total audits in the past two years to 91%. 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 perform third-party verified Life Cycle Assessments (LCAs) and Product Carbon Footprints (PCFs) aligned with ISO international standards. In FY26, we published a PCF summary for our NVIDIA HGX™ H100 GPU baseboard. The PCF was developed in conformance with the ISO 14067:2018 standard and was verified by a third party. It is a cradle-to-gate study including impacts from raw material extraction and refinement, material transport, component manufacturing, and assembly.

We collaborate with our suppliers to collect product-specific data for high-impact components, improving data quality, relevance, and precision. This approach replaces generic industry average data with precise, supplier-specific information, enabling us to identify key decarbonization levers within our supply chain. Looking ahead, we intend to expand our LCA product portfolio, enhance our LCA models with more accurate and granular component data for high-volume products, and further integrate supplier-specific data to provide a comprehensive and precise assessment of our products' environmental footprint.

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 accomplished our goal to engage manufacturing suppliers to effect supplier adoption of science-based targets. In FY25, we engaged suppliers totaling over 80% 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 ensuring that customers receive products in a protected, like-new condition while also minimizing our impact on the environment. We actively seek opportunities and implement appropriate solutions to reduce our usage of non-recyclable materials and packaging materials in general,

while increasing the amount of recycled content in the materials we do use.

In FY25, our NVIDIA GPU systems packaging contained 97% recyclable materials by weight. NVIDIA continues to progress other sustainability initiatives such as reducing our reliance on plastic foam, increasing applications for paper-based cushioning, ensuring our vendors maintain FSC certification for their corrugate paper and expand certification at all new locations, exploring certification for other paper packaging materials, replacing printed documentation with online versions when possible, and continuing to add material identification codes to our packaging parts for ease of disposal by end-users.

97%

Our NVIDIA GPU systems packaging contained 97% recyclable materials by weight in FY25

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.

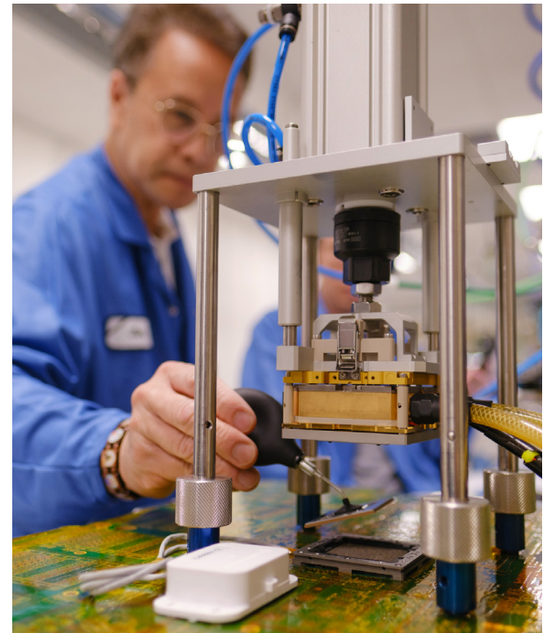
We help our customers monetize the residual value in their older NVIDIA DGX™ servers when refreshing to the latest technology with the help of a remarketing partner. Older-generation DGX systems may be resold in the secondary market, and systems that are not resold are typically broken into components 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, as well as our customers, partners, competitors, vendors, government regulators, shareholders, and the community at large. Our code applies to all employees board members, 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 13 different languages, which are available on our website.

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. This 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. 32 of our 2025 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 using our Speak Up corporate hotline which is hosted by an independent third party. These include accounting, internal controls, auditing, code of conduct, harassment, conflict of interest, or other potential code of conduct, policy, or legal violations.

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

FY25 Employee Training Completion Rates

94%+

Cybersecurity training

98%+

Code of conduct training

99%+

Anti-bribery and anti-corruption training

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 is comprised of our CFO, EVP Operations, and SVP of Human Resources. NVIDIA's Compliance Legal ensures communication of and adherence to all NVIDIA policies; establishes procedures for the receipt, retention, and treatment of complaints; and promptly and thoroughly conducts investigations in partnership with relevant organizations within NVIDIA. The Nominating and Corporate Governance Committee oversees the Compliance Committee and periodically reviews our policies, practices, and investigation procedures in connection with our compliance program.

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,

Communicate transparently about a model's design and limitations, and

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

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

Scope and Governance

To build Trustworthy AI (TAI), we develop practices, methodologies, and tools for datasets, machine learning frameworks, AI model development, and software development and testing. We build tools and processes that enable us, our customers and partners, and the ecosystem to build AI that's safe and trustworthy.

Our TAI efforts are led by a head of AI & Legal Ethics and supported by dedicated product and risk teams. These teams are structured to work cross-functionally with product, product security, safety, and infrastructure teams to ensure our AI aligns to our principles. The teams also participate in external AI safety standards development efforts to contribute industry best practices.

Our global public policy team monitors global regulations and relevant standards to ensure that we maintain compliance. The internal AI Ethics Committee advises on generative AI development with members of our engineering, business, and legal organizations. In FY25, we introduced new training opportunities including a monthly webinar and special-TAI volunteer task forces to educate teams on how TAI principles are applied to product development and releases.

Standards and Frameworks

We look to global frameworks such as the EU's High-Level Expert group on Artificial Intelligence 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. NVIDIA is also a member of the National Institute of Standards and Technology (NIST) AI Safety Institute Consortium and the Content Authenticity Initiative, which are focused on the development and use of safe and trustworthy AI systems. In FY25, NVIDIA joined the UK AI Security Institute and published a paper on Frontier AI Risk. This aligns with our commitments to the U.S. Voluntary Commitments and our aim to uphold state-of-the-art practices in trustworthy AI.

NVIDIA also helped launch the National Artificial Intelligence Research Resource in partnership with the National Science Foundation, which aims to broaden access to the tools needed to power responsible AI discovery and innovation.

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 training datasets, malicious attacks, or failure to comply with laws and regulations.

Our model risk management guidance is integrated into our AI product lifecycle process, and outlines the elements of development, validation, audit, and documentation to all employees working on models. This approach provides internal development teams with guidance to achieve innovative and ethically consistent solutions.

NVIDIA is committed to providing open-source tools for trustworthy AI model development and integration. For example, NeMo Guardrails acts as a safety layer on top of language models to enforce predefined rules and policies during inference, NVIDIA NeMo™ Evaluator provides a microservice to assess AI models across academic and custom benchmarks, and Garak serves as an LLM vulnerability scanner for evaluating model vulnerabilities and informing red teaming activities. The NeMo Guardrails framework also offers an interface to run an internal red teaming to evaluate guardrails configurations.

500+

NVIDIA models across all domains meet the Model Card++ standard.

Model Card Improvements

Model cards are documents that detail how machine learning (ML) models work, ensuring clear communication about how NVIDIA technology was made and should be used by developers working with our AI models. Model cards detail information about the ML model's metadata, including the datasets that it's based on, performance measures that it was trained on, and the deep learning training methodology itself.

We've enhanced our model cards to make them more understandable to consumers, investors, and policy makers. Those enhancements focused on improved readability with clearer language, increased detail around ethical considerations, and greater accessibility. In FY25, we open-sourced the Model Card++ template for industry to adopt and continuously update Model Card++ content and format and began automating the model card workflow.

AI Safety

As LLMs become more widespread, the content safety risks associated with their use also increase. Nemo Guardrail's Security Guidelines sets out guidelines and principles for providing LLMs access to external data and compute resources in a safe and secure way.

To evaluate the safety of our models, we employ AEGIS, a high quality content safety evaluation dataset, LLM-based content safety classifier model, and evaluation benchmark from NVIDIA. AEGIS is backed by a broad content safety risk taxonomy that covers 12 critical risks in human-LLM interactions, such as content including hate/identity hate, harassment, or violence.

Alongside content safety, it's important to assess generative models for security weaknesses. Garak—Generative AI Red-teaming & Assessment Kit—is a vulnerability scanner for LLMs. It identifies a broad range of security weaknesses and unwanted behaviors in language model-based technology. Garak can scan a model or dialog system and quickly discover where it's working well, and where it may be vulnerable to attack. Garak provides full reporting, detailing what worked and what could use improvement.

Deploying safeguards across various points in a model's architecture ensures that if one layer is compromised, others remain effective. This approach enhances resilience against potential threats by providing redundant protective measures. Guardrails can be implemented at various locations in the model architecture:

We've designed and continue to improve tools for internal developers to create TAI models:

- Integrated third-party tools from QuantPi and others to conduct independent testing of high-risk models.
- Collaborated with an external law firm to automate the identification of legal obligations when models are registered in our internal inventory.
- Created a dashboard that measures a model's completion of essential steps prior to publication, including a current performance score and target goal.
- Implemented model requirement and dataset approval processes that must be met prior to commercial and noncommercial releases.
- Released model cards that accompany our published models, providing guidance on a model's uses and limitations, including ethical considerations such as explainability and privacy.

- Input rails are guardrails applied to the input from the user. An input rail can reject the input, stopping any additional processing, or alter the input (e.g., to mask potentially sensitive data, to rephrase).
- Dialog rails influence how the LLM is prompted. They operate on canonical form messages and determine if an action should be executed, if the LLM should be invoked to generate the next step or a response, or if a predefined response should be used instead, etc.
- Retrieval rails are guardrails applied to the retrieved chunks in the case of a RAG (Retrieval Augmented Generation) scenario. A retrieval rail can reject a chunk, preventing it from being used to prompt the LLM, or alter the relevant chunks (e.g., to mask potentially sensitive data).
- Execution rails are guardrails applied to input/output of the custom actions (a.k.a. tools) that need to be called by the LLM.
- Output rails are guardrails applied to the output generated by the LLM. An output rail can reject the output, preventing it from being returned to the user, or alter it (e.g., removing sensitive data). NVIDIA Cosmos™ post-Guard stage blocks harmful visual outputs using a video content safety classifier and a face blur filter.

In addition to automated safety evaluation with systems like AEGIS and Garak, Human Content Red Teaming further evaluates models using human interaction and evaluation of the models' responses.

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 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. In FY25, NVIDIA commissioned an independent firm to conduct a human rights saliency assessment of potential human rights impacts across our value chain. The expert consulted internal and external stakeholders and reviewed international principles and norms to identify human rights risks and opportunities salient to NVIDIA's business. Stakeholder groups within the company then validated the results.

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

The saliency assessment identified five salient human rights risk areas for NVIDIA: responsible minerals sourcing; working conditions in the supply chain; clean, healthy, sustainable environment; responsible product development; and responsible product use.

We plan to use the results of the assessment to guide the enhancement of NVIDIA's human rights policy and program. In FY26, we'll review and update our Human Rights and Responsible Minerals policies. The assessment will also support the enhancement of our human rights program as we continue to work to address salient risks, building out programming, and diligence.

All NVIDIA employees are required to complete training on our code, which includes our commitment and guidelines to respect human rights. Additionally, certain employees take RBA e-Learning Academy courses and are engaged in RBA workgroups relevant to our supply chain operations.

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're also a member of the Responsible Labor Initiative (RLI), the Public-Private Alliance for Responsible Minerals Trade (PPA), and the Responsible Minerals Initiative.

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're 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 haven't 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 Responsible Labor Initiative (RLI) and monitor our supply chain through VAP audits, which cover freely chosen employment, child labor, and freedom of association.

In FY25, we reviewed VAP audits on 48% of our strategic suppliers, bringing total audits in the past two years to 91%. If we uncover findings during these audits, we work directly with suppliers to implement any corrective actions. Accordingly, we worked with certain suppliers to track working hours, to address and comply with policies related to document retention, and to address and comply with zero hiring fees.

Product Due Diligence

We believe AI will enhance human welfare and respects human rights in numerous 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 customizable and integrable across workflows and platforms. When we provide tools to help developers create applications for specific industries, we focus on advancing deployments that demonstrate trustworthiness grounded in principles that reflect our core values. For more on our efforts in delivering safe and ethical AI models, see our Trustworthy AI section.

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 misalignment.

Sustainability Indicators

NVIDIA is committed to transparency, and the following tables provide our disclosure on key sustainability metrics. We report metrics relevant to our company and sector using the following frameworks and standards: 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	FY25	Reference Indicator
Organizational details	2025 10-K, pp. 4-5, 11	GRI 2-1
Activities, value chain and other business relationships	2025 10-K, pp. 5-7 Product Value Chain	GRI 2-6
Governance structure and composition	Sustainability Governance Committee Composition 2025 Proxy Statement, pp. 16-31	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 2025 Proxy Statement, pp. 26-27	GRI 2-11
Collective knowledge of the highest governance body	2025 Proxy Statement, pp. 19-25	GRI 2-17
Evaluation of the performance of the highest governance body	2025 Proxy Statement, pp. 31-34	GRI 2-18
Remuneration policies and process to determine remuneration	2025 Proxy Statement, pp. 38-39, 44-59	GRI 2-19, 2-20 UNGC G10
Annual total compensation ratio	2025 Proxy Statement, pp. 60-61	GRI 2-21
Statement on sustainable development strategy	Message From Our CEO 2025 GTC Keynote	GRI 2-22 UNGC G1

About NVIDIA

Metric	FY25	Reference Indicator
Membership associations	Political Contributions and Expenditures Policy	GRI 2-28
Approach to stakeholder engagement	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 2025 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 2025 Form 10-K filed with the SEC, pp. 125.	GRI 2-2
Reporting period, frequency and contact point	This report covers our fiscal year ended January 26, 2025 (FY25). 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	GRI 2-12, 2-13, 2-14 UNGC G1, G4, G5, G7

Societal Impact

Operations with local community engagement, impact assessments, and development programs	FY25 Foundation Annual Report	GRI 413-1
Political contributions	Political Contributions and Expenditures Policy	GRI 415-1

Energy, Efficiency, and Climate

Metric	FY25	FY24	FY23	Reference Indicator
GHG Emissions (MT CO_2e)				
Scope 1	12,952[1]	11,896	9,672	GRI 305-1 UNGC E6 SASB TC-SC-110a.1
Scope 2, market-based	0	40,555	60,671	GRI 305-2 UNGC E6
Scope 1 and 2, market-based	12,952	52,451	70,343	
Scope 2, location-based	228,378	178,087	142,909	GRI 305-2 UNGC E6
Scope 3	6,912,577	3,638,432	3,514,763	GRI 305-3 UNGC E6,E6.1
Category 1: Purchased goods and services	6,036,105	3,216,144	2,975,189	
Category 2: Capital goods	570,175	200,483	353,280	
Category 3: Fuel-and energy-related activities	75,035	61,590	67,805	
Category 4: Upstream transportation and distribution	78,199	72,562	60,572	
Category 5: Waste generated in operations	1,416	1,571	1,342	
Category 6: Business travel	36,032	17,132	8,633	
Category 7: Employee commuting	45,255	23,019	14,990	
Category 8: Upstream leased assets	70,360	45,931	32,952	
External assurance	Report of Independent Accountants for select metrics for FY25, FY24, and FY23.			GRI 2-5 UNGC G13

1 In accordance with the GHG Protocol, we report biogenic emissions separately from Scope 1 emissions. NVIDIA FY25 biogenic emissions were 26 mt CO2e. FY25 biogenic emissions are not subject to assurance.

Energy, Efficiency, and Climate

Metric	FY25	FY24	FY23	Reference Indicator
GHG emissions intensity (Scope 1 and 2 $mtCO_2e$/$M revenue)	0.1	0.9	2.6	GRI 305-4
Reduction of GHG emissions	Energy, Efficiency, and Climate			GRI 305-5 SASB TC-SC-110a.2
Energy (MWh)				
Energy used	821,200	598,254	482,147	GRI 302-1 UNGC E9
Non-renewable electricity purchased	0	134,287	249,429	
Renewable electricity purchased	779,316	419,980	193,465	
Renewable electricity generated, onsite solar	818	599	1,079	
Fuels purchased	41,066	43,388	38,174	
Renewable electricity percentage (%)	100%	76%	44%	
Energy intensity (Energy used MWh/$M revenue)	6.3	9.8	17.9	GRI 302-3 UNGC E9
External assurance	Report of Independent Accountants for select metrics for FY25 and FY24			GRI 2-5 UNGC G13
Reduction of energy consumption	Energy-Efficient Operations			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

Energy, Efficiency, and Climate

Metric	FY25	FY24	FY23	Reference Indicator
Waste[2] (metric tons)				
Waste generated	3,299	2,346	1,856	GRI 306-3 UNGC E17
Waste recycled/composted	2,759	1,659	1,068	
Landfill diversion rate (%)	84%	71%	58%	GRI 306-4 UNGC E18
General waste recycled	744	374	295	
General waste composted	1,635	928	460	
Clean paper recycled	29	26	48	
Batteries, hazardous waste, and lamps recycled	9	3	3	
Electronic waste recycled	335	58	152	
Construction/demolition waste recycled	8	270	83	
Waste landfilled	539	687	789	GRI 306-5 UNGC E18
General waste landfilled	539	639	696	
Hazardous waste landfilled	0	0	7	
Construction/demolition waste landfilled	0	48	86	
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 energy usage.			SASB TC-SC-150a.1

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

Energy, Efficiency, and Climate

Metric	FY25	FY24	FY23	Reference Indicator
Water (m^3)				
Water withdrawal	409,814	382,636	376,656	GRI 303-3 UNGC E11 SASB TC-SC-140a.1
Water consumption	141,772	134,219	197,849	GRI 303-5 SASB TC-SC-140a.1
Water discharge	268,043	248,417	178,807	GRI 303-4
Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	We analyze withdrawal from water-stressed areas as part of our annual water risk assessment using the WRI Aqueduct tool. In WRI Aqueduct, we define water-stressed areas as high or extremely high baseline water stress (greater or equal to 3). The WRI assessment resulted in 20% of our FY24 facilities water withdrawals as located in water-stressed areas.			SASB TC-SC-140a.1
Interactions with water as a shared resource	Water Conservation			GRI 303-1 UNGC E11

People, Diversity, and Inclusion

Metric	FY25	Reference Indicator
Employees	2025 10-K, pp. 11-12	GRI 2-7
Collective bargaining agreements	Employees in Brazil could participate in a union. Employees in Belgium, Denmark, Finland, France, Germany, Hungary, Italy, Netherlands, Poland, and Sweden could participate in unions but NVIDIA is legally not allowed to inquire about their involvement. In France we have one designated Union member within the company. 4% represents the highest possible unionized presence that could exist in NVIDIA's workforce. There are collective bargaining agreements in Belgium, Finland, France, Israel, Italy, Romania, and Spain, covering 14% of our employee population.	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

Employee Health and Safety

Metric	FY25	FY24	FY23	Reference Indicator
Lost-time case rate (U.S.)[3]	0.01	0.01	0.01	GRI 403-9, 403-10 UNGC L9
OSHA recordable incident rate (U.S.)[3]	0.08	0.01	0.01	
Fatalities (global)	None	None	None	GRI 403-9

3 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	FY25	Reference Indicator
Employee Health and Safety		
Occupational health and safety	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: > 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. 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 identification, assessment, and incident investigation are documented in our Illness and Injury Prevention Program.	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.	SASB TC-SC-320a.2

Workforce and Diversity Data

Metric	FY25	FY24	FY23	Reference Indicator
Region[4]				
Americas	49.7%	49.8%	49.6%	GRI 2-7
APAC	16.9%	16.8%	16.7%	
EMEA	20.2%	19.8%	19.7%	
India	13.3%	13.6%	14.1%	
Employee Type[4]				
Executive	0.1%	0.1%	0.1%	GRI 405-1
Management	15.7%	16.7%	17.2%	
Regular Employees	84.2%	83.2%	82.7%	
Age[4]				
20-30 Years	22.3%	22.0%	22.8%	GRI 405-1
31-50 Years	63.7%	63.4%	62.8%	
51+ Years	14.0%	14.6%	14.4%	
Gender[4]				
Women	21.2%	19.7%	19.2%	GRI 405-1
Men	77.5%	79.4%	80.0%	
No data or not disclosed	1.2%	0.9%	0.8%	

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

Workforce and Diversity Data

Metric	FY25	FY24	FY23	Reference Indicator
Positions Held By Women[4]				
In technical roles	16.8%	15.2%	14.7%	GRI 405-1
Managers	18.7%	17.7%	17.1%	
Leaders	13.5%	13.1%	11.4%	
Executive Officers	40.0%	40.0%	40.0%	
Board of Directors	38.5%	33.3%	23.1%	
Race/Ethnicity (U.S.)[4]				
American Indian or Alaska Native	0.1%	0.1%	0.1%	GRI 405-1
Asian	51.6%	51.0%	50.0%	
Black or African American	2.2%	2.1%	2.2%	
Hispanic or Latino	4.1%	3.9%	3.6%	
Native Hawaiian or Other Pacific Islander	0.2%	0.3%	0.3%	
Two or More Races	1.8%	1.5%	1.4%	
White	34.1%	35.2%	36.3%	
No data or not disclosed	5.8%	5.9%	6.0%	
Employee Self-Identification (U.S.)				
Disability	4.2%	3.2%	2.7%	GRI 405-1
Veteran	1.4%	1.5%	1.5%	
New employee hires and employee turnover	Recruitment Engagement and Retention			GRI 401-1
Diversity of governance bodies and employees	2025 Proxy Statement, pp. 7			GRI 405-1 UNGC G11

Product Value Chain

Metric	FY25	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 2025 Proxy Statement, pp. 46	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

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 FY25.

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 offering a suite of services where people can choose what works best for them. We partner with NVIDIA's 10 different community resource groups to enhance 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.	NVIDIA supported Evo 2, the largest publicly available AI model for genomic data, that was built on the NVIDIA DGX Cloud platform in a collaboration led by nonprofit biomedical research organization Arc Institute and Stanford University. In healthcare and drug discovery, Evo 2 could help researchers understand which gene variants are tied to a specific disease and design novel molecules that precisely target those areas to treat the disease.
	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.	In FY25, NVIDIA and the State of California announced a partnership with a first-of-its-kind AI education initiative. It enables educators to gain certification through the NVIDIA Deep Learning Institute University Ambassador Program, which connects instructors with high-quality teaching kits, workshop content, and NVIDIA GPU-accelerated workstations in the cloud.
	We strive to provide equitable compensation and opportunities for advancement to all employees and to achieve promotion parity based on a variety of considerations. We provide employees with benefits such as reimbursement for eligible adoption, surrogacy, and fertility treatment expenses.	NVIDIA's Inception Program provides free support to over 22,000 startups, including Karya, a startup in India leveraging NVIDIA technology to serve the country's multilingual population and scale globally. Karya is employing over 30,000 low-income women participants across six language groups in India to help create a gender-intentional, open-source dataset that will support the creation of diverse AI applications across agriculture, healthcare, and banking.
	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.	We've enhanced our model cards to make them more understandable to consumers, investors, and policy makers. Those enhancements focused on improved readability with clearer language, increased detail around ethical considerations, and greater accessibility everywhere our models are made available. In FY25, as part of our commitment to Trustworthy AI, NVIDIA open-sourced the template for industry to adopt and continuously update Model Card++ content and format and began working on automating the model card workflow.
	To manage the GHG emissions footprint of our data centers, labs, and offices, we focus on siting expansions strategically, managing our operations efficiently, and sourcing renewable energy. We achieved our goal of 100% renewable electricity, reducing our GHG footprint to zero Scope 2 market-based emissions.	The NVIDIA Earth-2 platform now features a generative AI weather model, NVIDIA CorrDiff, that enables kilometer-scale forecasts of wind, temperature, and precipitation type and amount. Weather agencies and startups across the globe are adopting CorrDiff and other Earth-2 tools to improve the resolution and precision of forecasts for extreme weather phenomena, renewable energy management, and agricultural planning.

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, FY25 data corresponds to the period January 29, 2024, to January 26, 2025. The information contained in this report is accurate as of approximately June 12, 2025, 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 within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, which are subject to the “safe harbor” created by those sections 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.

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