



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

NVIDIA is committed to pay transparency and making all employment decisions on the principles of equal employment opportunity, to taking affirmative action in the employment of and advancement opportunities for qualified minorities, women, veterans, and individuals with disabilities, and to complying with all applicable laws.

We do not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex (including pregnancy), marital or protected veteran status, age, national origin, ancestry, physical or mental disability, genetic information, medical condition (genetic characteristics, cancer, or a record or history of cancer), sexual orientation, gender, gender identity, gender expression, or any other characteristic protected by law.

We base all employment decisions - including recruitment, hiring, selection for training, rates of pay or other forms of compensation, benefits, discipline, promotions, demotions, transfers, lay-offs, terminations, and social and recreational programs - on the principles of equal employment opportunity. Our employees and applicants for employment will not be subject to harassment on any of the bases identified above. Additionally, harassment, intimidation, threats, coercion, discrimination or retaliation because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a compliance review, investigation or hearing, or has otherwise sought to exercise their legal rights under any federal, state or local EEO law is prohibited.

We will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

In order to ensure dissemination and implementation of affirmative action and equal employment opportunity principles throughout all levels of NVIDIA, Jennifer Green, Sr. Manager of HR Operations, has been selected to serve as NVIDIA's EEO Coordinator. One of the EEO Coordinator's duties will be to establish and maintain internal audit and reporting systems to monitor compliance with NVIDIA's Affirmative Action Program and this policy. The EEO Coordinator can be reached at global-diversity@nvidia.com.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to their immediate supervisor, local Human Resources representative, or to the EEO Coordinator at NVIDIA-Global-Diversity@nvidia.com. Or, if employees wish to remain anonymous, they can report the incident through our anonymous Speak-Up Line. Inquiries and/or complaints will be investigated promptly and in accordance with NVIDIA policies and processes.

Any employee determined to have violated this policy will be subjected to appropriate action, up to and including termination.

NVIDIA has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that NVIDIA is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. NVIDIA's Affirmative Action Program narratives are available for review by U.S. employees and applicants for employment in the office of the EEO Coordinator upon request, during regular business hours.

I am committed to the principles of affirmative action, equal employment opportunity and pay transparency. I appreciate your continued dedication in accomplishing the goals of this policy.

Jen-Hsun Huang
Co-Founder, President and CEO