



NVIDIA

2024 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

Last Updated: May 29th, 2024

Integral to our vision are NVIDIA's sustainability commitments, including respecting and championing the human rights of our employees and ensuring all workers in our supply chain, contracting firms, and managed services are treated with respect and dignity. This statement describes the actions taken by NVIDIA Corporation and its subsidiaries during the fiscal year ended January 28, 2024, or Fiscal 2024, to prevent forced labor, human trafficking, and child labor in our business and supply chain. Please see *About this Statement* below for further information about how actions taken at the level of NVIDIA Corporation apply to our subsidiaries.

NVIDIA STRUCTURE, BUSINESS, AND OPERATIONS

NVIDIA pioneered accelerated computing to help solve the most challenging computational problems. NVIDIA, a full-stack computing infrastructure company, provides data-center-scale offerings. 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. Our full-stack also includes the CUDA programming model that runs on all NVIDIA GPUs, as well as hundreds of domain-specific software libraries, software development kits, or SDKs, and Application Programming Interfaces, or APIs.

NVIDIA is headquartered in Silicon Valley, California, in the United States, employs more than 29,000 people, and has offices around the world, including in the United Kingdom and Canada.

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

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

CANADIAN OPERATIONS. NVIDIA Corporation, a Delaware corporation, and NVIDIA Development, Inc., a Nova Scotia corporation (NVIDIA Canada) are subject to the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act (Canadian Act). NVIDIA Canada is a wholly-owned subsidiary of NVIDIA Corporation.

- NVIDIA Canada provides marketing services relating to NVIDIA's products in Canada. NVIDIA Canada also performs contracted research and development services and data center infrastructure services for other NVIDIA entities. NVIDIA Canada imports materials into Canada for company use and owns a data center that is housed at a third-party site in Canada.
- NVIDIA Corporation ships products to forward stocking locations and replacement parts to customers in Canada.

POLICIES RELATED TO FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR

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

- Complying with applicable laws and respecting internationally recognized human rights where we operate;



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

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

Our Human Rights Policy also states our commitment to key international human rights standards and our endorsement of internationally recognized human rights principles, including the United Nations Global Compact, the United Nations Guiding Principles, the Universal Declaration of Human Rights, the Core Conventions of the International Labor Organization (ILO), and the ILO Declaration on Fundamental Principles and Rights at Work. In our Human Rights Policy, we state that we do not engage in child labor, forced, bonded, or indentured labor, involuntary prison labor, slavery, trafficking of persons, or physical punishment. We expect suppliers that provide products or services for us to have practices meet or exceed applicable law, the RBA Code of Conduct, our Corporate Responsibility Directive, our Code of Conduct, and the Human Rights Policy.

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

RISKS, DUE DILIGENCE PROCESSES, AND EFFECTIVENESS

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

Our supply chain has a greater risk in respect of forced labor, trafficking, and child labor than our own operations. To address risks in the supply chain, we utilize the RBA-Online system to evaluate potential new suppliers connected to our products against product compliance industry standards, social and environmental criteria, use of conflict minerals, the RBA Code of Conduct, and NVIDIA's Code of Conduct. We use the results of the assessment, which includes a spending analysis, to determine their overall risk.

We also engage with certain manufacturing partners, including those who produce or handle NVIDIA production materials, those for whom we manage quality requirements, those who design our branded products, and those who we are required to work with based on customer agreements (collectively, Strategic Suppliers), through quarterly business reviews. We measure compliance against RBA member requirements and RBA Code of Conduct for our Strategic Suppliers and have conducted audits on our product lines. Manufacturing partners are expected to complete an annual self-assessment questionnaire (SAQ), and we expect a biennial Validated Assessment Program (VAP) on-site, third-party audits from Strategic Suppliers to validate the SAQ. Aside from RBA engagement, we also participate in organizations focused on issues relevant to supplier



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responsibility, such as the Public-Private Alliance for Responsible Minerals Trade and the Association Connecting Electronics Industries.

Our semiconductor wafer manufacturers and several contract manufacturers are members of the RBA. In Fiscal 2024, we screened new manufacturing partners for environmental and social criteria, and maintained ongoing communication regarding environmental and social matters with our Strategic Suppliers. We reviewed Strategic Suppliers' VAPs, which involves an end-to-end process, focused on validating the integrity of audit results, and engaged with suppliers on corrective action plans. 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. We continue to monitor manufacturing partners to ensure that they demonstrate effective processes to ensure conformance and report our progress through our Corporate Responsibility Report.

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

The Nominating and Corporate Governance Committee of NVIDIA's Board of Directors 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. Additionally, 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.

REMEDATION

In Fiscal 2024, our diligence processes revealed issues related to certain suppliers that engaged in non-compliant activities, including hiring fees, document and passport retention, working hours, and penalties for leaving employers prior to specified time periods. In various instances we worked with manufacturing partners to have them return hiring fees to employees; allow workers to retain documents and passports and provide safe storage options for documents for employees in certain circumstances; change practices related to working hours; and change practices penalizing employees for leaving prior to specified time periods.

We understand the risk of loss of income to vulnerable families that can occur because of work to prevent forced labor and child labor and address human rights risks in global supply chains. We are not aware of any vulnerable families that have experienced loss of income as a result of our responsible supply chain work. As an RBA member, NVIDIA commits to continuous improvement; we work to maintain relationships with existing manufacturing partners to address any issues in the supply chain to limit the risks of economic consequences for the vulnerable when remediating these issues in the supply chain.



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TRAINING

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

SUMMARY

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

ABOUT THIS STATEMENT

This statement constitutes NVIDIA's report pursuant to the UK Modern Slavery Act and the Canadian Act (combined, the Acts) for Fiscal 2024. For the Canadian Act, this statement is a joint report and covers the obligations of NVIDIA Canada and NVIDIA Corporation. For the UK Modern Slavery Act, this report covers the steps that NVIDIA entities have taken to be compliant with the UK Modern Slavery Act in Fiscal 2024. NVIDIA Corporation manages its supply chains centrally and governs all subsidiaries' purchasing, importing, or selling activities. All subsidiaries, including NVIDIA Canada and subsidiaries active in the UK, follow the corporate policies, processes, and procedures of NVIDIA Corporation. This report's statements on supply chain governance, diligence, and remediation pertain solely to actions at the NVIDIA Corporation level, as subsidiaries are not directly involved in these supply chain activities.



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BOARD OF DIRECTORS APPROVAL AND ATTESTATION

This Report was approved by the Nominating and Corporate Governance Committee of the Board of Directors of NVIDIA Corporation, a Delaware corporation. NVIDIA Development, Inc., a Nova Scotia corporation, is a wholly-owned indirect subsidiary of NVIDIA Corporation.

In accordance with the requirements of the Acts, and in particular section 11 of the Canadian Act, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Acts, for Fiscal 2024.

/s/ Stephen C. Neal

Stephen C. Neal on behalf of Nvidia Corporation

Date: May 22, 2024