EQUAL EMPLOYMENT OPPORTUNITY POLICY

NVIDIA is committed to providing equal employment opportunity for all employees and applicants for employment. The Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, marital or veteran status, age, national origin, ancestry, physical disability (including HIV and AIDS), mental disability, medical condition, sexual orientation, gender identity, or any other characteristic protected by law. We base all employment decisions - including recruitment, selection, training, compensation, benefits, discipline, promotions, transfers, lay-offs, return from lay-off, terminations, and social and recreational programs – on the principles of equal employment opportunity.

Our employees have diverse backgrounds, skills, and ideas that collectively contribute to greater opportunities for innovation. Our Affirmative Action Program is designed to attract a diverse pool of talent so that we may select the best candidates and open doors at all levels of this organization. Our EEO Coordinator, Kathleen Graham, is responsible for maintaining an audit and reporting system to monitor compliance with our Affirmative Action Program and equal opportunity policy. NVIDIA will take affirmative action to employ and advance in employment qualified women, minorities, disabled individuals and covered veterans. We will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. The Company strictly prohibits harassment of any individual on the basis of any characteristic listed above.

Managers at all levels share the responsibility for promoting and complying with this policy. Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to their immediate supervisor or to the EEO Coordinator. In addition, employees and applicants can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination, because they: 1) file a complaint with the Company or with federal, state, or local agencies; 2) assist or participate in any investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute; 3) oppose any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or 4) exercise any other employment right protected by federal, state or local law or its implementing regulations.

Equal employment opportunity at NVIDIA is everyone's business. Every employee is responsible for complying with this policy. Any employee who feels that he or she has been treated contrary to this policy should contact his or her supervisor, Kathleen Graham, or me. Any employee who is found to have violated this policy will be subject to disciplinary action up to and including discharge.

The Disabled/Veterans Affirmative Action Plan may be reviewed by employees and applicants upon request. Contact Kathleen Graham at (408) 486-2217 to make an appointment during regular business hours.

At NVIDIA, we are committed to providing equal opportunity for all.