



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

Last updated: SEP 26, 2025

NVIDIA makes all employment decisions on equal employment opportunity principles and in compliance with applicable law.

We do not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, gender, marital status, veteran status, age, national origin, ancestry, disability, genetic or medical information, sexual orientation, pregnancy, childbirth or related medical conditions, or any other characteristic protected by applicable law. All employment decisions are based on merit, valid job requirements and other lawful criteria – including decisions related to recruitment, hiring, training opportunities, pay rates and other forms of compensation, benefits, discipline, promotions, demotions, transfers, lay-offs, terminations, and social and recreational programs.

Harassment of, and illegal discrimination against, employees and applicants is prohibited. Employees with concerns about harassment, discrimination or other workplace conduct are encouraged to bring these issues to their immediate supervisor, local Human Resources representative, or the EEO Coordinator. Employees may also report incidents anonymously through our Speak-Up Line. Complaints will be promptly investigated using established procedures. Employees will not be subjected to harassment, intimidation, discrimination or retaliation for making a complaint, participating in an internal investigation, or engaging in any other legally protected activities.

Employees and applicants may disclose and discuss their compensation, and inquire about the compensation of others. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions may not disclose such information to individuals who do not otherwise have access to it, unless the disclosure is (a) in response to an agency complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by NVIDIA, or (c) in compliance with applicable law, subpoena or court order.

NVIDIA has established programs to ensure nondiscrimination in its policies and practices and equal opportunity for all persons, consistent with and as otherwise required by applicable law, including persons with disabilities, qualified disabled veterans, recently separated veterans, Active Duty Wartime or Campaign Badge veterans, and Armed Forces service medal veterans. NVIDIA's EEO Coordinator oversees audits, monitors compliance with this Policy, and reports regularly to leadership on both consistent with applicable law. The EEO Coordinator can be reached at EEO-Coordinator@nvidia.com.

Violations of this Policy will result in appropriate disciplinary action, up to and including termination.

This Policy complies with applicable regulations under Title VII to the Civil Rights Act of 1964, the Vietnam Era Veterans' Readjustment Assistance Act, the Rehabilitation Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Equal Pay Act, and other applicable state and local laws.

I am committed to the principles of equal employment opportunity, legal compliance, and pay transparency. I appreciate your continued dedication in accomplishing the goals of this Policy.

Jensen Huang
Co-Founder, President and CEO