



2025 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

Last Updated: May 16, 2025

Sustainability is at the core of NVIDIA's vision. We respect and champion our employees' human rights and ensure all workers in our supply chain, contracting firms, and managed services are treated with dignity. This statement outlines the actions NVIDIA Corporation and its subsidiaries took during fiscal year 2025 (ended January 26, 2025) to prevent forced labor, human trafficking, and child labor in our business and supply chain.

NVIDIA STRUCTURE, BUSINESS, AND OPERATIONS

NVIDIA pioneered accelerated computing to help solve the most challenging computational problems. As a full-stack computing infrastructure company, we provide data-center-scale offerings 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, enabling 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 and Application Programming Interfaces.

Headquartered in Silicon Valley, California, NVIDIA employs more than 36,000 people, and has offices around the world, including in the United Kingdom and Canada.

We do not directly manufacture our products. Our manufacturing strategy relies on suppliers for the manufacturing process, including wafer fabrication, substrates, assembly, testing, and packaging. Our contract manufacturers and suppliers manage procurement of most of the raw materials used in production.

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 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 stockholder interests, and establish company-wide expectations. Our Code addresses human rights, forced labor, and child labor, as well as supplier expectations. In it, we commit to:

- Complying with applicable laws and respecting internationally recognized human rights where we operate;
- Not engaging in child labor; forced, bonded, or indentured labor; involuntary prison labor; slavery; trafficking of persons; or physical punishment;
- Supporting employee rights in our suppliers' operations; and
- Requiring our suppliers to comply with the Code of Conduct of the Responsible Business Alliance (RBA) which is aligned with internationally recognized standards related to social and environmental responsibility, including the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions, and UN Universal Declaration of Human Rights.



NVIDIA

2025 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

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 our employees to report Policy violations to our Compliance Committee. Employees, subcontractors, or agents of NVIDIA who violate this Policy are subject to disciplinary action, including termination of employment or other relationships with NVIDIA.

Our Human Rights Policy 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 that policy, we reiterate our commitment to not engage in child labor, forced, bonded, or indentured labor, involuntary prison labor, slavery, trafficking of persons, or physical punishment. We expect our suppliers to have practices that meet or exceed applicable law, the RBA Code of Conduct, our Code of Conduct, and our Human Rights Policy.

RISKS, DUE DILIGENCE PROCESSES, AND EFFECTIVENESS

In fiscal year 2025, 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 validated the results. The assessment, which considered potential pre-mitigation risks, found forced labor and child labor to be salient risks in our supply chain, but not in our own operations.

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, including 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 are members of organizations focused on issues relevant to supplier 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 year 2025, 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 relevant suppliers to track and remediate working hours, to address and comply with applicable wages and benefits payments, and to address and comply with zero hiring fees. We continue to monitor manufacturing partners



NVIDIA

2025 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

to ensure that they demonstrate effective processes to ensure conformance and report our progress through our Corporate Responsibility Report.

As part of our conflict minerals program, NVIDIA participates in the Public Private Alliance for Responsible Minerals Trade (PPA) and the Responsible Minerals Initiative (RMI). 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 reviews and ensures the effectiveness of our human rights program. Through this governance body and related executive engagement, management undertakes all actions it considers reasonable and necessary to ensure compliance with our Human Rights Policy. Additionally, our investigations team promptly investigates human rights allegations it becomes aware of through our Speak Up line and presents any findings to the Compliance Committee that require the input of that committee.

REMEDiation

In fiscal year 2025, our diligence processes revealed several supplier non-compliance issues including hiring fees, document and passport retention, working hours, and penalties for leaving employers prior to specified time periods. We worked with certain 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; and worked with some partners to 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 as a result of remediation and related responsible supply chain work, but we are not aware of any such loss of income based on NVIDIA's supply chain efforts. NVIDIA works with manufacturing partners to address any issues in the supply chain to limit the risks of economic consequences for the vulnerable when remediating issues in the supply chain.

TRAINING

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

SUMMARY

NVIDIA is committed to preventing 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 year 2025. For the Canadian Act, this is a joint statement that covers the obligations of NVIDIA Canada and NVIDIA Corporation. For the UK Modern Slavery Act, this statement covers the steps that NVIDIA entities have taken to be compliant



NVIDIA

2025 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

with the UK Modern Slavery Act in fiscal year 2025. 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. The statements above 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.



NVIDIA

2025 FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR STATEMENT

BOARD OF DIRECTORS APPROVAL AND ATTESTATION

This statement 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. This statement is also issued on behalf of NVIDIA Development UK Limited, NVIDIA Ltd and Mellanox Technologies Belfast Ltd. each judged to meet the criteria for the UK Modern Slavery Act's transparency requirements, each incorporated in the United Kingdom and each 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 2025.

/s/ Stephen C. Neal

Stephen C. Neal on behalf of Nvidia Corporation

Lead Independent Director, Chair of the Nominating and Corporate Governance Committee

Date: May 16, 2025