

## Nvidia

Nvidia has long stood out as one of the leading technology companies on a wide range of ESG issues. They say they are committed to integrating social and environmental responsibility into every aspect of the company, a policy which seems to be backed up by results. They have consistently been named one of the 100 most sustainable companies in the world as well as one of the 100 best corporate citizens.

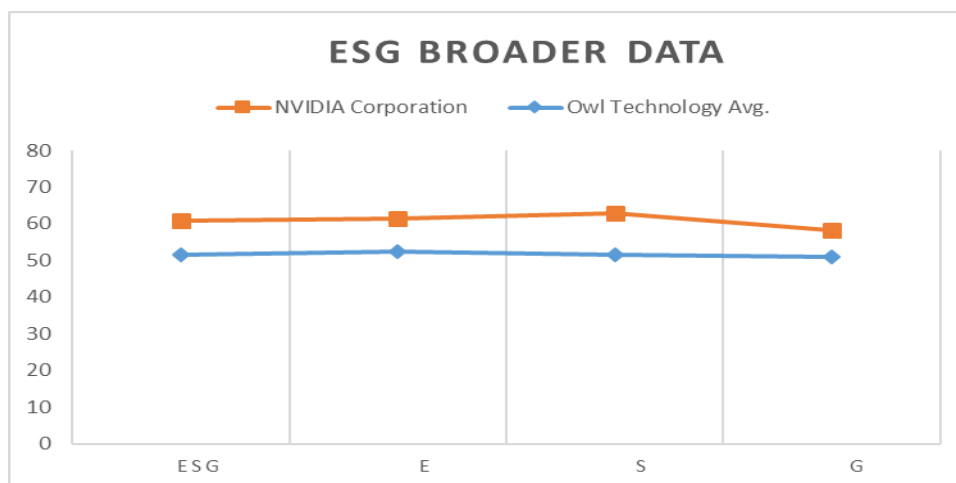
*Forbes* and Just Capital surveyed 1,000 publicly-traded companies to determine who had the best and most just behavior. Nvidia was ranked 2<sup>nd</sup> overall in 2020, moving up slightly from its 3<sup>rd</sup> place score in 2018. This included #1 ranking on employment issues and 15<sup>th</sup> on the environment.

They are currently ranked as the 20<sup>th</sup> best company to work for by Glassdoor (up from 24<sup>th</sup> two years ago). In addition, to ensure pay parity, since 2016 Nvidia has used a third-party firm to analyze their pay practices annually for gender and diversity. The firm has not found any statistically significant disparities related to male and female compensation. When an issue has been identified, they say they have taken corrective action as needed. Nvidia does receive a perfect score from the Human Rights Campaign on non-discrimination issues related to LGBT employees. They are also rated #1 by the Dave Thomas Foundation list of Best Adoption-Friendly Companies.

Women make up 19% of the workforce. This is an increase from 16% three years ago. Only 38% of the total workforce is White, but only 1% is Black/African American. 49% are Asian/Indian.

*Newsweek* ranks Nvidia the 24<sup>th</sup> greenest company in the U.S. in its annual rating of 500 companies. They met their goal of reducing greenhouse gas emissions by 15% per employee from 2014 through 2020. Nvidia has also required their key suppliers to report their greenhouse gas emission data since 2015. As of this year, they have added the further requirement that this data be verified by a third party. Nvidia has improved their environmental efforts in the past few years. This is reflected in them improving their grade of B from the CDP (Carbon Disclosure Project) to A-. As of our last review, Nvidia had no policies regarding the use of renewable energy. They now say that renewables will make up 65% of their electricity usage by 2025. (They currently are at 34%.)

Nvidia's ESG scores have improved slightly from our last review.



Source: OWL SHARES

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