



Employer Information Report

Our employees are our most important asset, and they are responsible for the 14,580% total shareholder return (TSR) we have delivered to our shareholders over the last 25 years. Our performance clearly demonstrates the success of our recruiting, hiring and retention practices, as our TSR far exceeds the Dow Jones US Homebuilder Index TSR of 1,150% and the S&P 500 Index TSR of 517% during the same period.

Diversity and inclusion is an important part of our culture. We are committed to continually developing an inclusive culture that attracts a diverse workforce and enables every employee to contribute to the success of the company by utilizing their unique individual perspectives and backgrounds. In addition, our leadership works to create a safe and ethical workplace that offers all employees opportunities to learn, grow and develop. The differing perspectives that emerge from this diverse and safe environment allow us to make the appropriate merit-based decisions.

We are reporting our annual Employer Information Report Data (EEO-1) pursuant to our sustainability priorities, defined in our [Responsible Building Policy and Practices](#).

EEO-1 and TSR data is as of December 31, 2023.

**NVR Employer Information Report Data (EEO-1)
As of December 31, 2023**



Job Categories	Hispanic or Latino		Not Hispanic or Latino												Totals
	Male	Female	Male						Female						
			White	Black / African American	Native Hawaiian / Other Pacific Islander	Asian	Native American / Alaska Native	Two+ Races	White	Black / African American	Native Hawaiian / Other Pacific Islander	Asian	Native American / Alaska Native	Two+ Races	
Executive/Senior Level Officials and Managers	0	0	40	0	0	1	0	0	15	0	0	1	0	0	57
First/Mid-Level Officials and Managers	20	18	740	8	0	9	0	4	368	20	2	2	2	9	1,202
Professionals	64	14	1,390	35	1	27	2	26	301	27	0	22	0	9	1,918
Technicians	0	1	21	2	0	4	0	1	11	0	0	3	0	0	43
Sales Workers	22	25	277	25	0	10	0	11	490	42	1	11	0	12	926
Administrative Support Workers	11	29	136	19	0	9	1	3	481	65	2	8	1	13	778
Craft Workers (Skilled)	0	0	39	7	0	1	0	1	2	0	0	0	0	0	50
Operatives (Semi-Skilled)	124	14	936	217	0	4	7	41	105	18	0	0	1	3	1,470
Total	241	101	3,579	313	1	65	10	87	1,773	172	5	47	4	46	6,444