

France Gender Equity Index

Freedom to Choose One's Professional Future

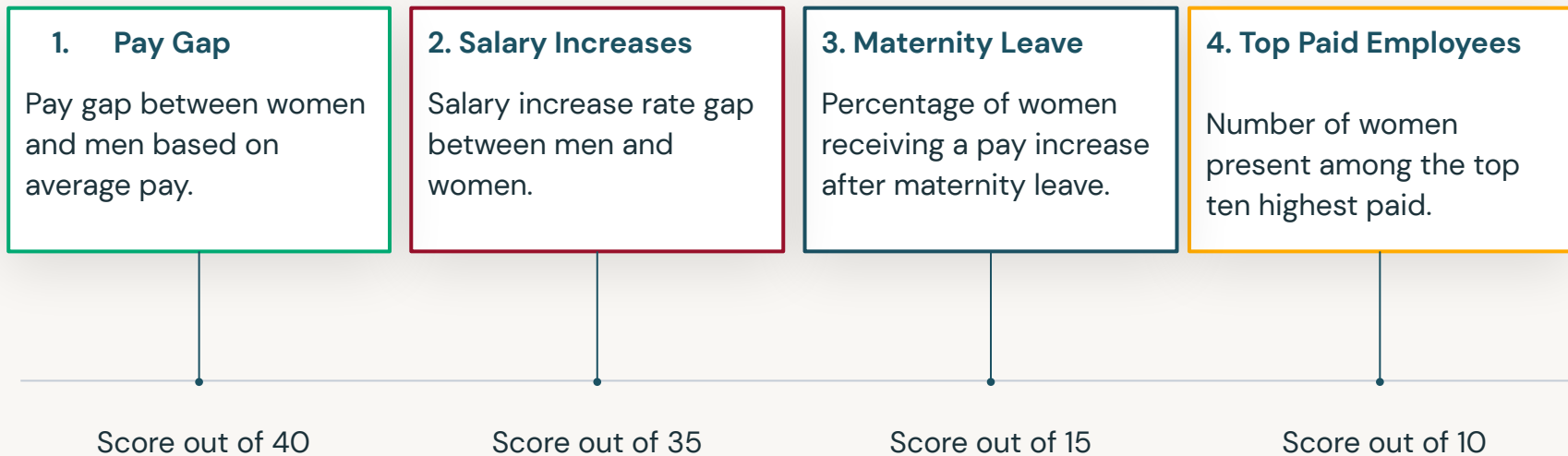
Global People Compliance
March 2023



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Background

All companies in France with at least 50 employees are required to annually calculate and publish their Gender Equality Index based on certain indicators. For Databricks these are:



Where We Stand

Professional Equality Index for 2022

1 Compensation gap

This score reflects the average gap in compensation between male and female employees in similarly situated professional categories.

3 Maternity Leave

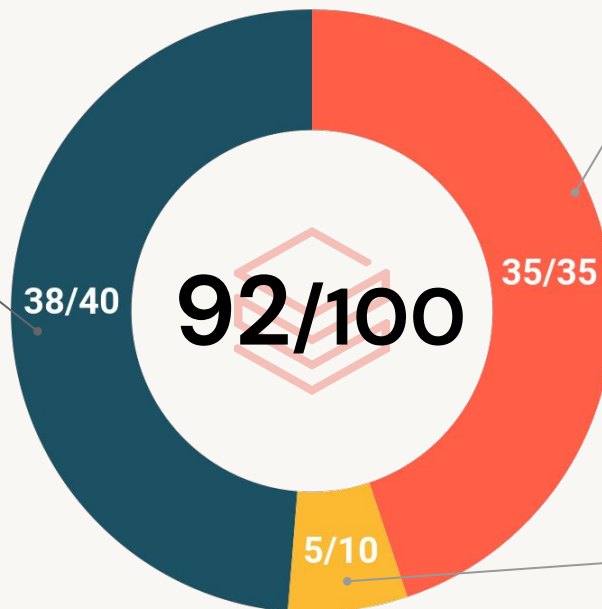
Indicator 3 measures salary increase rates among women returning from Maternity Leave within the reference period, which was not applicable among the relevant population.

2 Salary Increases

This score compares the average rate of individual pay increases within the year for men and women.

4 Highly Paid Individuals

Rating of the number of employees of the under-represented sex among 10 employees receiving the highest remunerations.



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Our commitment to diversity

Databricks is on a mission to diversify big data — starting with our team. We believe different backgrounds, experiences, perspectives, insights and skills fuel innovation and deepen our connection to one another and our customers. We strive to cultivate a culture of belonging where everyone is empowered to do the best work of their careers. From ensuring equal pay for equal work to building programming that celebrates, educates and uplifts our team, Diversity, Equity and Inclusion (DEI) is woven into everything we do.



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Our commitment to diversity

Databricks is proud of our commitment to diversity as part of regional and global diversity strategies, and we continue to work to make more improvements to the gender balance. Here are some examples of our efforts on this topic:

- Proactive consideration of pay equity at a global and country level by undergoing rigorous evaluation of our pay data and practices and a commitment to staying accountable through annual pay equity analyses.
- Fair Pay Workplace Certified.
- Introduced a Women in Tech mentorship program.
- Databricks is also proud to support our 6 Employee Resource Groups to promote an inclusive workplace and celebrate different backgrounds, experiences, perspectives, insights, and skills.
- InHerSight Award Recipient



INHERSIGHT



Employee Resource Groups at Databricks



Women's Network



Black Employee Network



Latinx Network



Queeries Network



Veterans Network



Asian Employee Network

