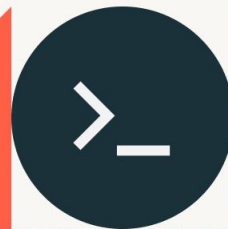


Databricks U.K. Limited's Gender Pay Gap Report

April 2026



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UK Gender Pay Gap Report

What is the Gender Pay Gap Report?

This marks the third year Databricks U.K. Limited has been required to submit a Gender Pay Gap report. The results are based on a snapshot taken from one payroll period during 2025 – in this case the payroll period including April 5, 2025.

The UK Gender Pay Gap Report is a mandatory report that requires companies to disclose the difference in pay between genders. It focuses on the difference in pay between men and women across the entire organization, regardless of roles, levels, performance, location or experience. across the entire organisation.

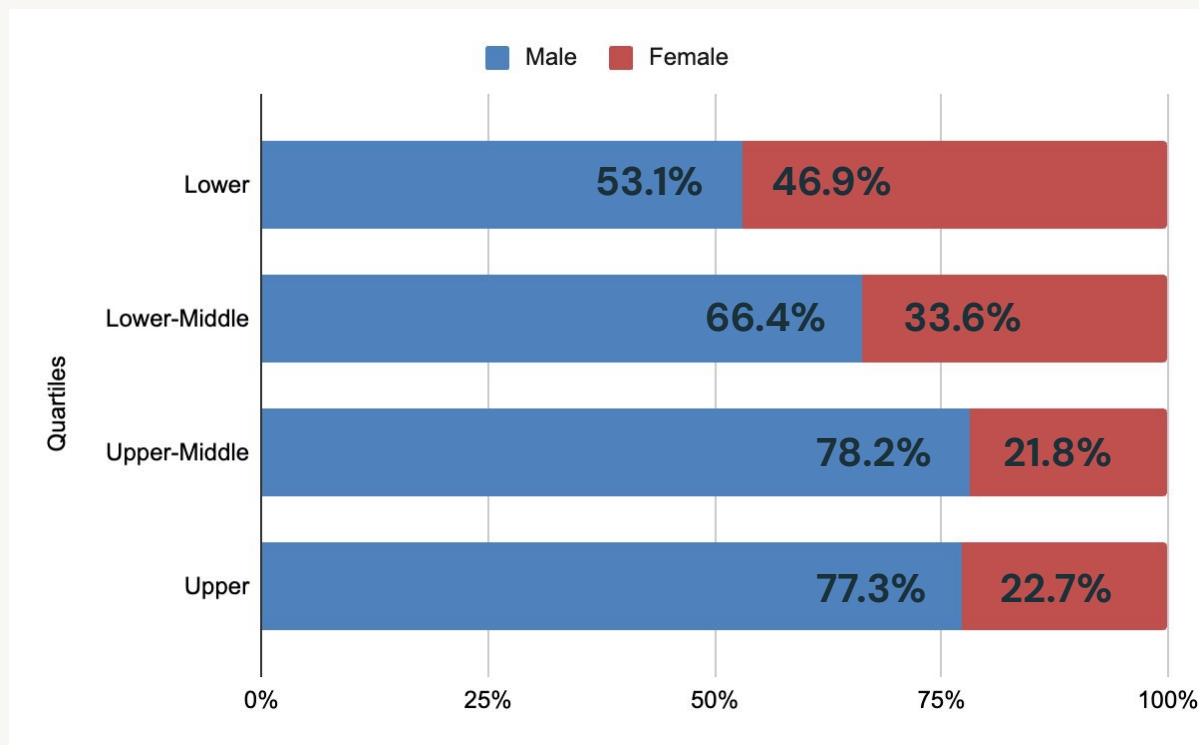
Gender pay gap: the overall difference in pay between men and women across the entire organization.

Pay equity: men and women receive same pay for the same work, considering factors like roles, level, performance, etc.



Databricks U.K. Limited's Gender Pay Gap Results

Distribution of Men and Women Across Four Pay Quartiles



Percentage of men and women across 4 pay quartiles, ranked by total average hourly pay – including bonus and commission payments



Databricks U.K. Limited's Gender Pay Gap Results

Hourly and Bonus Pay – Differences between men and women

The mean gap is the average difference in pay between men and women, irrespective of job type, location, experience, or other factors.

	Mean Gap	Median Gap
Hourly pay	21.7%	26.1%
Bonus Pay	33.1%	30.3%

The median figure occurs in the middle of the data when sorted highest to lowest. This figure is the gap between the median pay for men and women, irrespective of job type, location, experience, or other factors.

Per the requirements of the report, bonus pay includes things like commission, spot bonuses, and performance incentives.

	Men	Women
Received bonus pay	96.5%	92.5%

**83% of women and 96% of men are in bonus eligible roles.



Databricks U.K. Limited's Gender Pay Gap Results

What Our Results Show

Databricks U.K. Limited's ("Databricks") results reflect the composition of our workforce according to role and level. While we are focused on closing this gap, there is currently a lower proportion of women in technical and senior roles. Our pay programs are market-based, where technical roles and those at higher levels are paid at higher market rates. As a result, the methodology for the analysis prescribed in this report demonstrates the gap associated with these differences.

The Company regularly evaluates pay equity by way of periodic pay audits that consider not only gender but also position, job level, experience and market pay. These audits help the Company to assess pay equity on an ongoing basis. The Company's pay equity analysis shows that in the relevant 2025 time period women and men in the UK were positioned relatively equally compared to our role- and level-based pay ranges.



Databricks U.K. Limited's Commitment to Pay Equity

We are committed to pay equity – equal pay for substantially similar work regardless of gender, race, ethnicity or other protected characteristics.

We are committed to increasing representation of women in tech and in leadership positions. Our approach is to take a multi-faceted approach:

- We continue to invest in partnerships with organizations helping women and underrepresented groups pursue careers in technology;
- We continue to offer programs to attract and retain top talent, and diverse talent to Databricks, including mentorship programs and resource groups;
- We remain committed to annual rigorous pay equity analysis
- We are [Fair Pay Workplace Certified](#) to ensure equal pay for equal work



Databricks U.K. Limited's Commitment to Diversity

We believe that diverse backgrounds, experiences, perspectives, and skills fuel innovation and strengthen our connection to one another and to our customers. We are committed to cultivating a culture of belonging where everyone feels empowered to do the best work of their careers. From ensuring equal pay for equal work to building programs that celebrate, educate, and uplift our teams, we embed fairness and inclusion into how we operate, shaping our decisions, processes, and employee experience.



UK Gender Pay Gap Report

Declaration

I confirm that the data reported here is accurate and prepared in accordance with The Equality Act 2010 (Gender Pay Gap Information).



Amy Reichanadter
Chief People Officer

