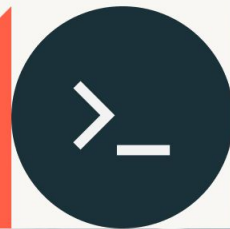


# Databricks U.K. Limited's Gender Pay Gap Report

April 2025



# UK Gender Pay Gap Report

## What is the Gender Pay Gap Report?

This marks the second year Databricks U.K. Limited has submitted a Gender Pay Gap report. The results are based on a snapshot taken from one payroll period during 2024 – in this case the payroll period of April 5, 2024.

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.

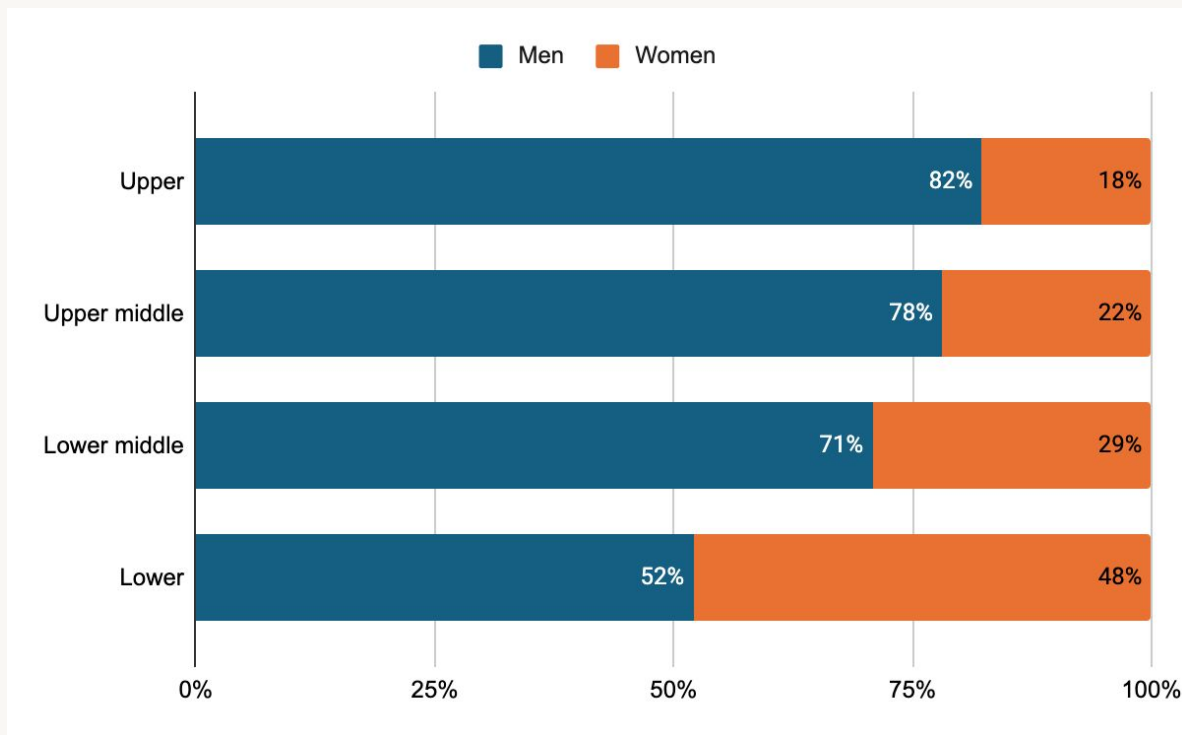
**Gender pay gap:** the overall difference in pay between men and women across the entire organization.

**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	14%	26%
Bonus	41%	36%

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**	94.5%	88%

\*\* 76% of women and 94% 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. Currently, women at Databricks are represented at 22% in technical roles, 24% in Sales roles, and 18% at senior levels. Our pay programs are market-based, where technical, and sales roles and those at higher levels are paid at higher market rates. Consequently, the methodology for the analysis prescribed in this report demonstrates the gap associated with these differences.

- Female representation increased by 2% in both the upper and lower pay quartiles, while the upper middle quartile remained unchanged. However, the lower middle quartile saw a 3% decline.
- In April 2024, the mean hourly pay gap decreased from 19% to 14%, while the bonus pay gap slightly increased from 39% to 41% compared to April 2023.
- From 2023 to 2024, the percentage of employees receiving bonus pay declined slightly for men, while it remained nearly unchanged for women. The proportion of men receiving bonuses fell from 97% to 95% (a 2 percentage point decrease), whereas the percentage for women remained steady, from 88% to 88%.

Databricks regularly evaluates pay equity by way of periodic pay audits that consider not only gender but also roles, levels, performance, location, experience and market pay. These audits help Databricks to assess pay equity on an ongoing basis. The Databricks' pay equity analysis shows that in the relevant 2024 time period, women and men in the UK were positioned relatively equally compared to our role- and level-based pay ranges.



# Databricks' Commitment to Pay Equity

Databricks is committed to pay equity – equal pay for equal 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 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

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.



# 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

