

France Gender Equity Index

Freedom to Choose One's Professional Future

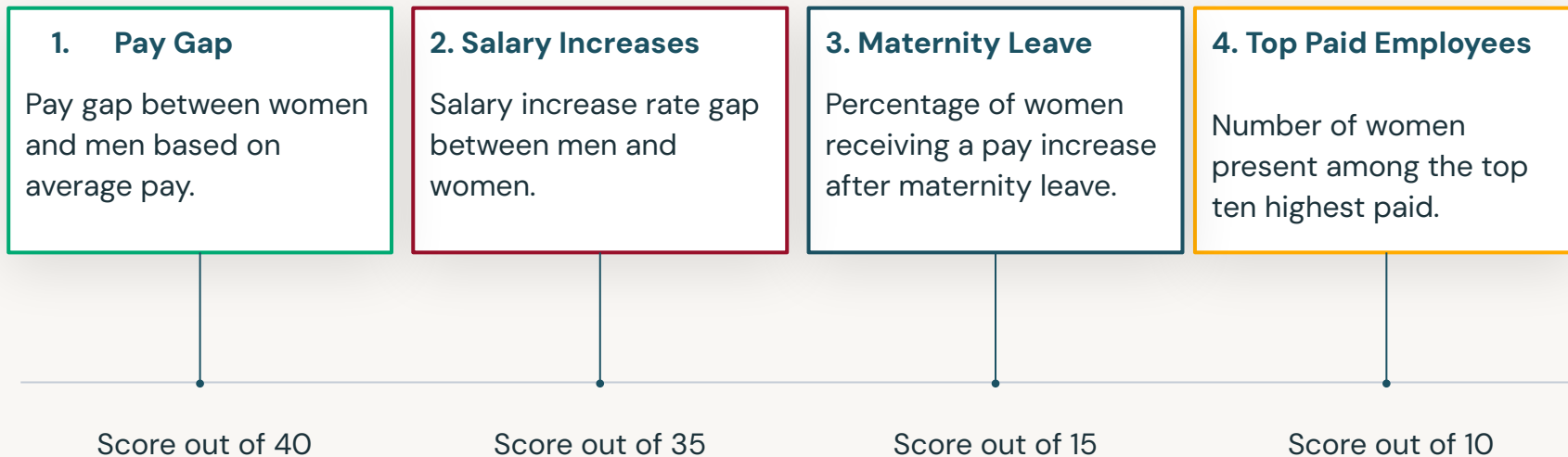
Global People Compliance
March 2025



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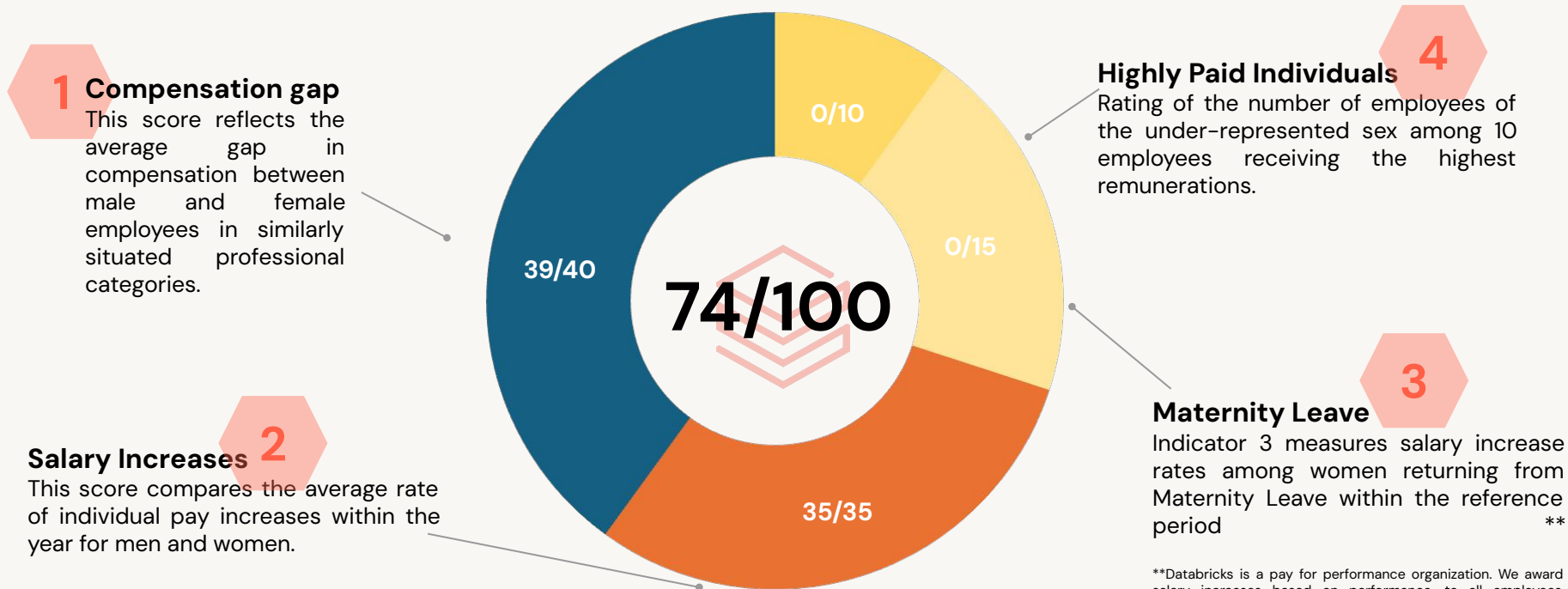
Background

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 2024



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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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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 annual evaluation of our pay data and practices and a commitment to staying accountable through annual pay equity analyses.
- Fair Pay Workplace Certified.
- Databricks is also proud to support our 7 global Employee Resource Groups to promote an inclusive workplace and celebrate different backgrounds, experiences, abilities, and perspectives.



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- Effective remuneration through our compensation philosophy and benefits offerings: We believe that a principle-based and formulaic approach for compensation minimizes bias and subjectivity, and is key to achieving pay equity for employees in the same role, level, and geography, and with a similar performance history. To support this approach, we conduct regular parity analysis to ensure equal pay for equal work for employees from all backgrounds.
- Formal career programs: Our performance process provides an opportunity for employees to hone their strengths and identify development areas. To promote equity in this process, we also offer enablement to mitigate bias during performance calibrations to enable leaders and people partners to objectively evaluate talent. We also conduct performance designation and up-leveiling parity analysis, to ensure our broad distribution is similar.
- Learning and development resources: Managers receive DEIB-focused leadership education to ensure they develop skills to lead diverse, equitable, and inclusive teams. We offer mentorship and sponsorship programs to support employees.



Inclusion Programs at Databricks

At Databricks, we're cultivating an inclusive environment where all Bricksters can bring their unique selves and are empowered to do the best work of their careers. As part of these efforts, we invest in our Employee Resource Groups (ERGs), inclusive team trainings and professional development opportunities for all.

We currently have seven vibrant global **Employee Resource Groups**, listed on the right, which are open to all employees.

More information on our approach to Inclusion, Diversity, and Equity can be found at our website:

<https://www.databricks.com/company/diversity-and-inclusion>



Asian Employee Network



Black Employee Network



Latinx Network



Queeries Network



Veterans Network



Women's Network



Diverse-abilities Network

