



Equal Pay for Female and Male Employees Public Report For Israeli Employees 2023

Workplace name: NVIDIA

Report date: June 2nd, 2024

This report is prepared in accordance with the Equal Pay for Female and Male Employees law, 1996, as amended. The comparison is based on the following criteria:

1. All employees employed at the company in 2023. The data is accurate as of December 31, 2023.
2. Employees were divided by organizations, job family and career level.
3. For privacy reasons the report only relates to groups which consist of at least 5 men and 5 women; groups must consist of more than 20 employees and a minimum of 7% of female or male employees within the group. As a result of the above, the report represents 80% of the individuals employed by the company in 2023
4. The amounts used to calculate the average taxable payments does not include redemption of vacation day payments paid upon end of work, severance payments, equity granted or exercised, referral program bonuses, patent awards, relocation bonuses, reserve duty payments, one time payments, and Family forming payments.

Segment Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
The average monthly wage gap between all women and men employed by the company (%)																
Gross salary + employer contributions	+2%	-1%	0%	+1%	-2%	-5%	+4%	+4%	-1%	0%	-2%	+2%	-2%	-2%	-2%	-1%
The average monthly wage gap between all women and men employed by the company in part-time roles (%)																
Gross salary + employer contributions	0%	-2%	-	-	-8%	-	0%	-	-	-	-	-	-	-	-	-1%
The average monthly wage gap between all women and men employed by the company in full-time roles (%)																
Gross salary + employer contributions	0%	-2%	+1%	-	-2%	-7%	+4%	-	-1%	-	-2%	+2%	-2%	-2%	-2%	-
When the men's wages are higher than the women's wages, the difference in percentage appears as a negative gap, and is preceded by a minus sign (-); When the women's wages are higher than the men's wages, the difference in percentage appears as a positive gap, and is preceded by a plus sign (+).																
The Group's average scope of employment	86%	95%	99%	100%	99%	99%	99%	99%	100%	99%	99%	100%	100%	100%	100%	50%

There are no employees in the company who require a minimum wage adjustment.

The percentage of men and women in the workplace whose wages are lower than the average monthly wage for full-time employment according to the selected segmentation, classified by sex.

1	Female	33%	Male	30%	5	Female	44%	Male	45%	9	Female	54%	Male	39%	13	Female	50%	Male	50%
2	Female	41%	Male	37%	6	Female	53%	Male	39%	10	Female	40%	Male	46%	14	Female	58%	Male	49%
3	Female	43%	Male	62%	7	Female	41%	Male	45%	11	Female	63%	Male	48%	15	Female	40%	Male	47%
4	Female	40%	Male	61%	8	Female	40%	Male	56%	12	Female	50%	Male	50%	16	Female	52%	Male	51%

Wage comparisons were performed following adjustments of all variables to a full-time role and a full year employment. Nevertheless, the weight of part-year employees in this calculation is lower than that of full-year employees.