



Equal Pay for Female and Male Employees Public Report For Israeli Employees 2021

Workplace name: NVIDIA IL | Report Date: June 1, 2022

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 2021. The data is accurate as of December 31, 2021.
2. Employees were divided by organizations and job family and combined 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.
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 as well as equity granted or exercised.

Segment Group	1	2	3	4	5	6	7	8	9	10	11
The average monthly wage gap between all women and men employed by the company (%)											
Gross salary + employer contributions	+ 2%	- 3%	- 3%	+ 2%	- 1%	- 5%	+ 5%	- 3%	- 6%	- 10%	- 2%
The average monthly wage gap between all women and men employed by the company in part-time roles (%)											
Gross salary + employer contributions	- 10%	- 7%	-	-	-	-	-	-	-	- 10%	- 6%
The average monthly wage gap between all women and men employed by the company in full-time roles (%)											
Gross salary + employer contributions	+ 3%	- 3%	- 2%	+ 2%	0%	- 4%	+ 2%	- 3%	- 5%	-	-
<small>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 (+).</small>											
The Group's average scope of employment	96%	99%	99%	100%	100%	100%	100%	100%	100%	34%	43%

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

*(except for groups 10 and 11 which relate to part time employees)

Below is 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	41%	Male	40%	4	Female	33%	Male	40%	7	Female	45%	Male	54%	10	Female	76%	Male	45%
2	Female	46%	Male	48%	5	Female	47%	Male	46%	8	Female	71%	Male	53%	11	Female	50%	Male	46%
3	Female	54%	Male	51%	6	Female	69%	Male	51%	9	Female	73%	Male	60%					

Wage comparisons were performed following adjustments of all variables to a full-time role and a full year employment.

