

UK GENDER PAY GAP REPORT 2025

NVIDIA UK – Gender Pay Gap Analysis

NVIDIA is committed to achieving gender pay equity for all employees. For its gender pay equity analysis, NVIDIA regularly utilizes a third-party expert to compare pay for men and women taking into account legitimate business factors such as job, level, tenure, and performance and adjusts pay, as necessary. NVIDIA has achieved gender pay equity in the UK.

The UK gender pay gap report measures the difference in average earnings between men and women across our organisation without differentiation for job, level or other legitimate business factors that can influence pay. At NVIDIA, our commitment to fairness, transparency, and equal opportunity is grounded in our core values—particularly Intellectual Honesty, Excellence and Determination, and One Team. We believe that building innovative, high-performing teams requires an inclusive environment where people are rewarded equitably and can do their best work.

Compensation at NVIDIA is comprised of base salary and equity (via NVIDIA's Equity Incentive Plan and/or Employee Stock Purchase Plan), with eligible roles participating in NVIDIA's sales incentive plan. This report sets out the 2025 gender pay gap results for NVIDIA Ltd. (NVIDIA UK) in line with UK statutory requirements and reflects our ongoing focus on understanding our data, learning from it, and taking meaningful action to improve representation and equity across all levels of the business.

Our 2025 UK Gender Pay Results

As of the reporting date, NVIDIA UK has 302 employees. The breakdown by gender shows that 31% of employees are female and 69% are male

Pay Gap between Men and Women

The median gender pay gap at NVIDIA UK in 2025 stands at 37.0%, while the mean gender pay gap is 34.7%. These gaps are due to differences in female representation across different levels and roles.

Quartile	Female (%)
Lower	57.7%
Lower Middle	35.2%
Upper Middle	21.1%
Upper Middle	8.6%

For the bonus pay gap, median pay gap stands at 66.8% and the mean gender gap is 62.6%.

Proportion of Women

Efforts are ongoing to increase female representation across all levels, especially in senior and more highly compensated roles, to reduce the gender pay gap and foster greater equality.

Statutory Declaration

We confirm that the information and data presented in this report are accurate and prepared in accordance with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rebecca Ebdon

Rebecca Ebdon, Human Resources Director