

Autodesk Ltd: Gender Pay Gap Report

1) What is the Gender Pay Gap report?

The Government recently published regulations for Gender Pay Gap Reporting for UK companies with more than 250 employees to publish their Gender Pay statistics. The method for calculating this information has been outlined in the government regulations and the data must be published both on the gov.uk website and our own Autodesk site.

The Gender Pay Gap report takes into account all job types and grade levels across Autodesk UK Ltd.

The report requires pay data paid to all active UK Autodesk employees including basic pay, allowances, shift premium pay, AIP, commissions, recognition payments, the value of equity awards (at vesting), recruitment or retention payments and pay for certain leaves of absence. It does not include other pay elements such as overtime payments, redundancy, pay in lieu of annual leave or any payment that is not in money i.e. benefit in kind payments.

It is important to state that the gender pay gap is not the same as equal pay for men and women doing the same job. Autodesk reviews employee pay levels when looking at base salaries, annual bonus awards and equity grants and we believe we have a fair and consistent process.

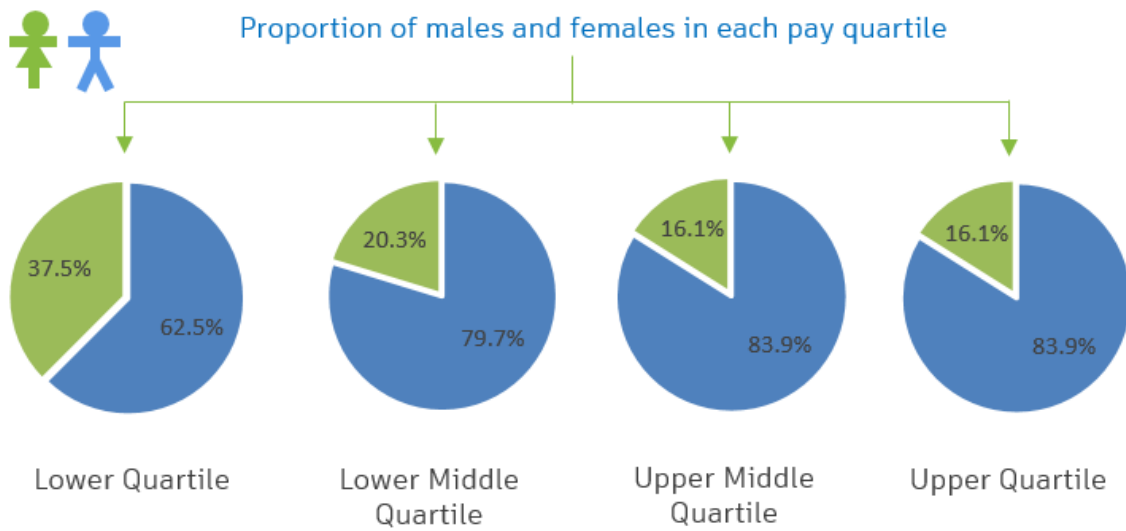
Employers must give men and women equal treatment in the terms and conditions of their employment contract if they are employed to do:

- 'like work' - work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making.

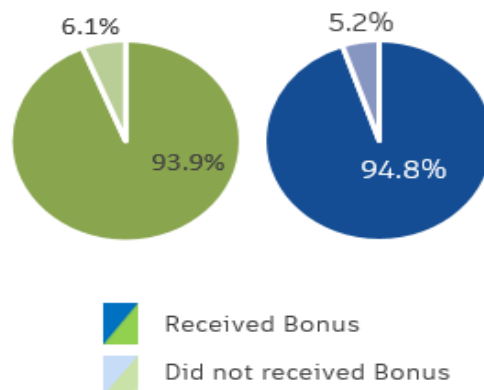


2) The Report

Difference between men & woman		
	Mean	Median
Pay Gap	23.5%	28.7%
Bonus Gap	59.5%	64.7%



Proportion of males and females receiving a bonus payment



3) Explanation of Results

At this stage 85% of eligible organizations are yet to report their data, and we will be paying close attention to external benchmarks as the data becomes available. We will continue to focus on addressing our gap through our ongoing initiatives (see below) and participate in the collective effort to increase the female representation in this field.

Our gender pay gap is primarily driven by the types of roles that women have in our organization:

- There are a higher proportion of women in lower grade roles
- There are a higher proportion of men in engineering and sales roles

It is important to note that our Gender Pay Gap is not driven by paying men and women differently for the same roles.

4) Current Initiatives & Action Plan

Our goals with respect to diversity & inclusion in Autodesk are to:

Hire a Diverse Workforce

We have and will continue to introduce policies to ensure that we interview a diverse set of candidates for open positions; as an example, in our European sales team we have implemented a policy to ensure that candidates from less represented groups are included in the interview process for any open position. We have already seen an increase in the number of women filling these roles, and we are expanding the policy to other parts of the organization. In addition, we have moved toward interview practices that emphasize demonstrated skills sets versus stylistic preferences, to ensure the hiring of a more diverse workforce.

In many different parts of world, we actively support and engage with programs to grow the diversity of people in the STEM (Science, Technology, Engineering and Mathematics) pipeline at the primary, secondary, and university levels. This is done through financial sponsorships, software grants and training, and volunteer participation in different non-profits supporting this work.

In the UK we are proud to be a member of the **WISE** (Women in Science and Engineering) program. WISE is a UK based non-profit whose intention is to enable people in business,



industry and education to increase the participation, contribution and success of women in STEM.

Creating an Inclusive Culture

We use our engagement survey and other data to identify any differences in the experiences that different groups have within the company and develop strategic plans to address them. In addition, we have a number of global groups, such as Autodesk Women in Leadership, that support personal and professional development of different minority groups.

Building a Diverse Leadership

Autodesk has integrated diversity into its leadership development programs, ensuring that there is diverse representation of women and other groups. At the more junior levels of the organization, Autodesk has also launched an Emerging Leaders program to develop women and people globally from less represented groups, creating a source for the more senior development roles. In addition, we offer mentoring and development programs focused specifically on women to address unique needs they may have in the workplace.

Promote and Support Flexible Working

We recognize the value of providing flexibility to support our employees and enable them to maintain a healthy work/life balance.

We are committed to closing our gender pay gap, which we will continue to monitor and address through our comprehensive initiatives and programs. Autodesk values and prioritizes diversity and inclusion and will continue to ensure that this remains deeply engrained in our company culture and values.

Signed by



Ian Mitchell

Vice President, Talent Management

