

UK Gender Pay Gap Report 2021



Committed to closing our gender pay gap.

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



At Autodesk, we're committed to building a culture of belonging where all employees have equitable opportunities to succeed and contribute. As part of this commitment, we have published our UK Gender Pay gap reports since 2017, in alignment with the UK government criteria. Since we began this reporting, we have seen a reduction in the gap in all quartiles.

While the 2021 report remains largely consistent with last year, we've seen momentum in key areas during this reporting period. For example, we've seen an increase in the number of females in the Upper Middle and Upper Quartiles. The percentage of women not receiving a bonus has also decreased.

In general, there continues to be a higher proportion of females than males in the lower pay quartiles. These roles often include graduate positions, HR, sales administration, finance, and marketing. There are also a higher proportion of males in engineering and sales roles, which sit within the upper quartiles.

Gender pay gap reporting has brought transparency to workplace gender equality

issues that need addressing, and we are making progress. To ensure equitable opportunities, we've established a team to monitor results and continue to ensure that this topic remains deeply engrained in our company culture and values. We've also implemented additional strategies to help attract and retain female employees. Key initiatives include:

- As of fiscal year 2021, all employees are eligible to participate in stock-based compensation offerings in countries where stock grants are allowed.
- In fiscal year 2022, we completed our multi-year "Market Pricing" initiative. This means that all jobs have been shifted from internal pay grades to market-aligned job levels to allow for more precise benchmarking in the competitive market.
- We continue to look at how we use our apprentice levy to attract more candidates from underrepresented backgrounds through training schemes, focusing on areas where female representation is low across the industry, such as software

engineering and sales. We launched our sales apprenticeship offering in 2021.

- Our long-term goal is to increase the number of women and underrepresented groups being promoted and in Director level positions and above. One way we are cultivating diverse leadership is by targeting future leaders early in their Autodesk careers through our Emerging Leaders Program.

For the 2022 snapshot, we plan to run the data in July 2022. With the most current data available, the UK Focus Group will delve into the areas where we can have the most significant impact.

For more on Autodesk's Diversity & Belonging efforts, head [here](#).

Signed by

Michael Russell, Autodesk UK

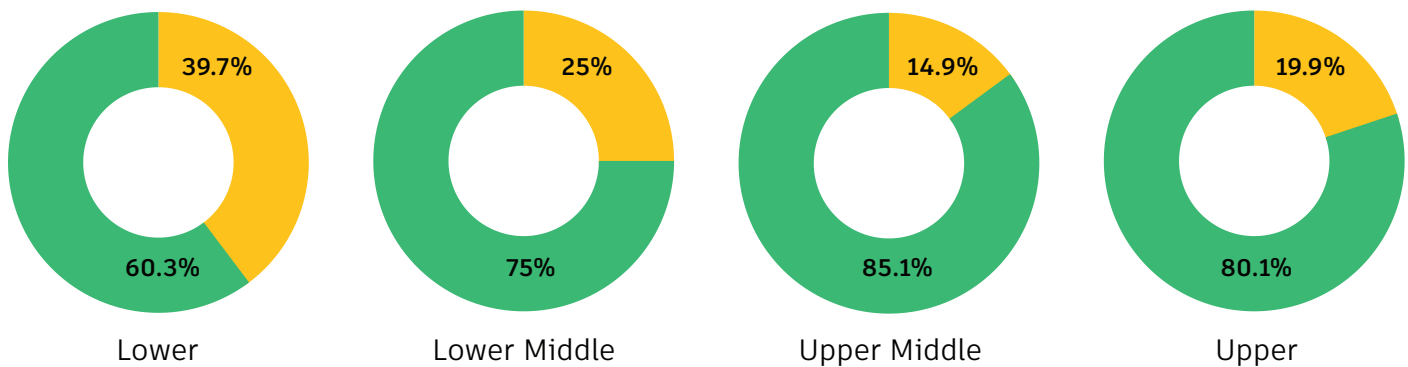
Autodesk UK employee gender pay gap data

Difference between men & women

	Mean (2021)	Median (2021)
Pay Gap	21.3%	28.3%
Bonus Gap	48.9%	70.6%

Percentage of men and women in each hourly pay quarter

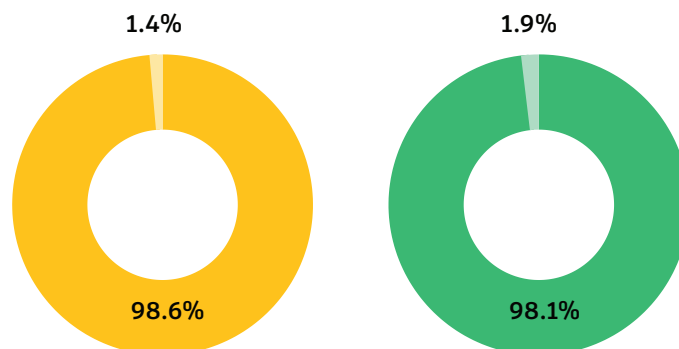
■ Women
 ■ Men



Proportions of men and women receiving a bonus payment

■ ■
 Received Bonus

■ ■
 Did not receive Bonus



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.