

Employee Name:	V S Thejaswi Nallapuneni	Business Title:	Salesforce Developer
Employee ID:	485269	New Job Profile:	Software Development Engineer 2 [5102]
Manager:	Tulika Mukherjee	New Job Level:	P2

Congratulations! We are happy to let you know that you are receiving an adjustment to your salary as well as an AIP payment. You also have been approved for a performance grant. All are a result of investments the company is making in their employees to ensure we maintain a competitive level of pay, as well as a reflection of your contribution to the success of the company. This statement shows the details of the awards included in your Total Rewards.

SALARY / PROMOTION ADJUSTMENT:

Award Type	Award Amount	Award Percent	New Base Pay	Effective Date
Salary Increase - INR	47,700.00	3.75 %	1,319,700.00	01 APR 2021

ONE-TIME PAYMENT:

AIP - INR (gross)	36,900.00
AIP Payment as a % of funding	99.79 %

EQUITY AWARD:

Award Type	Award Value (USD)	Vesting Schedule	Grant Date
Annual Grant	8,600	3 Year Vest, 1/3 after Year 1, quarterly thereafter, RSU	10 APR 2021

TOTAL TARGET COMPENSATION	CURRENT	NEW
Annual Base Pay – INR (gross)	1,272,000.00	1,319,700.00
Annual AIP Target Amount – INR (gross)	101,760.00 (8%)	105,576.00 (8%)
Annual Total Target Compensation - INR (gross)	1,373,760.00	1,425,276.00

TOTAL UNVESTED EQUITY	
Total Unvested Equity including New Award – USD	25,293.50

DISCLAIMER

We have provided you with this total compensation statement ("Statement") for informational purposes only. It shows what you could earn as an employee at Autodesk. It does not show you what you, in fact, will earn or have earned at Autodesk. For that information, you should look to official Autodesk compensation and benefits documents. The information in this Statement does not form a part of your contractual terms and conditions of employment unless your employment contract expressly states otherwise. AIP target, commission target and equity grants are not part of your regular wages, Base Pay, or Total Target Compensation for purposes of other payments or entitlements unless required by local law.

KEY DEFINITIONS

Annual Base Pay: Your current annual base salary.

Annual AIP Target Amount or Annual Commission Target Amount: Your current annual target for AIP or Commission. The actual value received, if any, will be based on the terms and conditions in the applicable year Autodesk Incentive Plan Document or the Autodesk Sales & Services Compensation Plan Terms and Conditions.

Total Target Compensation: The Sum of Annual Base Pay and Annual AIP or Commission Target Amount. Total Target Compensation excludes allowances, recognition awards, and other special one-time payments.

Total Unvested Equity Including New Award: The total unvested equity as of April 10, 2021 plus the Award Value noted above. Shares granted prior to April 10, 2021 were valued using a price of \$269.25 a share. The actual value received, if any, will be based on eligibility and the stock price at the time of vest based on the terms and conditions of the applicable Plan Documents, the RSU Agreement and RSU Notice at E*TRADE. Refer to your E*TRADE account for a summary of the current value of your equity. Note your E*TRADE account will not reflect your April 10, 2021 award until April 26, 2021.