



UK Gender Pay Report Summary 2020/21

Our Philosophy

Tesla is on a mission to accelerate the world's transition to sustainable energy. We focus relentlessly on innovation and rely on teamwork and collaboration to help achieve this goal. Along the way, we are continuing to build a culture that is safe, respectful, fair and inclusive for all of our employees. To achieve our goals, our compensation programmes are designed to attract, retain and incentivise talented, highly qualified and committed individuals who share our philosophy and desire to work towards our mission.

Our compensation programmes reflect our startup origins in that they consist primarily of base pay and equity. We have a strong pay for performance philosophy and seek to align everyone to our long-term success and reward our strongest performers.

Our Numbers

This Gender Pay Report looks at average pay differences between men and women across all roles in the UK. It is distinct from equal pay, which considers pay differences between men and women who carry out the same or similar jobs. The data in this report is based on a snapshot of base pay on 5th April 2020 and any bonus/equity awards received in the twelve months prior to this date.

- Our median base pay is 3.1% lower for our female employees, with the mean base pay being 1.9% higher.
- A higher proportion of our female employees is represented in the upper quartile level of base pay than in the middle quartile levels.

Base Pay Quartile	Men	Women
Upper 25%	79.9%	20.1%
Upper Middle 25%	80.5%	19.5%
Lower Middle 25%	81.2%	18.8%
Lower 25%	74.4%	25.6%

For total compensation (including both base pay and bonus awards) the median was 0.5% lower for women and the mean was equal for women and men. For bonus awards alone (including cash and equity incentives) the mean was 11.3% lower for women, and the median being equal for our female and male employees.

Our Commitment

Tesla sits at the intersection of two industries creating a unique working environment and culture. Globally we are taking active steps to increase our outreach to women and build an inclusive culture that supports their development and retention. Increasing women's representation at all levels, especially in leadership, is a top priority in 2021. We are proud to employ people of all backgrounds who possess the talent, energy and focus to accelerate our vision forward. Each employee is encouraged to bring their whole self to work, knowing that Tesla values individuality as much as we value collaboration. Our employees are promoted as quickly as their talents and work allow, regardless of race, gender, beliefs, educational background or anything else. We insist upon diversity and inclusion not just because it's the right thing to do, but because our differences enable us to build innovative products that are changing the world.