



## UK Gender Pay Gap Report 2024



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.

## **Global Pay at Autodesk**

At Autodesk, our software and services are for everyone, and so is our workplace. That's why we're building a culture of belonging where all employees have opportunities to succeed and contribute.

We all win when we attract, retain, and develop talented individuals. This requires a holistic, multifaceted approach, which includes our deep commitment to pay fairly.

### **Measures being taken**

Gender pay gap reporting has brought transparency to workplace gender equality issues that need addressing. To ensure equitable opportunities, we've established a team to monitor results and continue to ensure that this topic remains engrained in our company culture and values. At Autodesk, we are transparent about our salary structures, bonus targets, and equity guidelines to let employees know how they compare to our definition of market.

### **Closing the gender pay gap**

We're committed to building a culture of belonging where all Autodesk employees have opportunities to succeed and contribute. To attract,

retain, and support our highly qualified employees, we offer competitive compensation and benefits, which include an element of choice to meet the needs of our diverse population globally.

We've also implemented additional strategies to help attract and retain women at Autodesk. Key initiatives include:

- A 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 and Next Level Sponsorship Programs.

- Our longest existing Employee Resource Group, the Autodesk Women's Network has existed globally for over 10 years. It continues to be a place for community and career development for women across Autodesk and is supported both financially and programmatically by Autodesk's Global Diversity and Belonging Team.

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

# Autodesk 2024 results

The **mean** and **median** gap in hourly pay between male and female employees

Results -5.4 % and 5.1%

The **mean** and **median** gap in bonus pay between male and female employees

Results: 28.8% and 27.1%

The **percentage** of male and female employees who received bonus pay

Results 88.5% and 85.9%

The **percentage** of male and female employees in each quartile pay band

	Men	Women
Lower	69.8%	30.2%
Lower Middle	77.2%	22.8%
Upper Middle	73.7%	26.3%
Upper	78.3%	21.7%