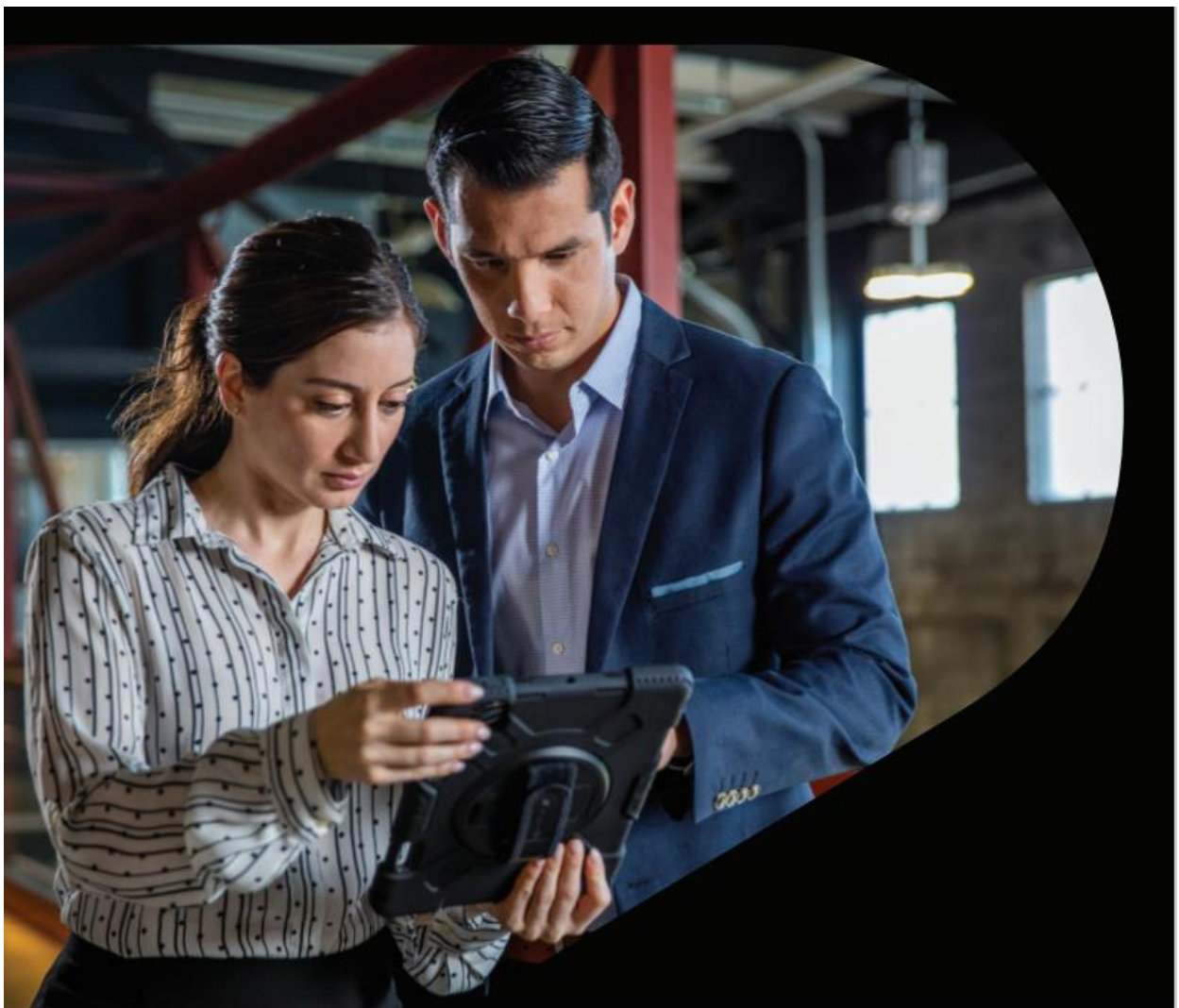




Ireland Gender Pay Gap Report 2023



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 are pleased to publish our second Ireland Gender Pay gap report, in alignment with the statutory criteria.

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 equitable 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:

- 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.
- 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 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.

Autodesk 2023 results

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

Results 10.73% and 2.73%

The **mean** and **median** gap in hourly pay of part-time male and female employees

Results n/a

We have no males currently on part time contracts in Ireland and therefore cannot make a comparison.

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

Results n/a

We have no females currently on temporary contracts in Ireland and therefore cannot make a comparison.

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

Results: 16.1% and 9.72%

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

Results 94.7% and 94.57%

The **percentage** of male and female employees who received benefits in kind

Results 100% and 100%

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

	Men	Women
Lower	47.14	52.86
Lower Middle	57.14	42.86
Upper Middle	48.57	51.43
Upper	62.86	37.14

Further detail:

Autodesk has made tremendous progress towards improving their gender pay gap globally. We realise there is more to do and are committed to working to close the gap. The current gap is attributed to the higher proportion of males in the upper and upper middle quartiles