



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

## **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 0.22 % and 0.53%

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

Results 25.68% and 25.68%

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

Results -103.99% and -23.25%

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

Results: 14.7% and -6.64%

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

Results 93.4% and 90.82%

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	74.32	25.68
Lower Middle	58.11	41.89
Upper Middle	63.51	36.49
Upper	71.23	28.77

## 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.

In Ireland, mean pay between men and women is almost equal with a minimal gap (<0.1). However, if you order people's pay highest to lowest paid and split them into 4 groups, which this report calls quartiles, over 70% of people paid in the upper quartile are men and over 70% of people paid in the lower quartile are men.

The total number of men are almost twice as many as the total number of women in Ireland, leading to a skewed distribution of pay. Most roles in Ireland are Support, with high male representation.