



Ireland Gender Pay Gap Report 2025



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 fourth 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 2025 results

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

Results 11.84 % and 15.42%

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

Results N/A and N/A

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

Results -2.10% and -3.04%

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

Results 23.54% and 14.84%

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

Results 92.73% and 94.92%

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

Results 95.15% and 97.46%

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

	Men	Women
Lower	53.52%	46.48%
Lower Middle	52.11%	47.89%
Upper Middle	59.15%	40.85%
Upper	68.57%	31.43%

Further detail:

Autodesk remains committed to advancing pay equity across our global workforce. In Ireland, our latest gender pay gap analysis shows a mean gap of 11.84% and a median gap of 15.42%, indicating that on average, men earn more than women. Looking at pay distribution by quartiles, men make up 68.57% of the upper quartile and 53.52% of the lower quartile. While representation becomes more balanced in the middle quartiles, the concentration of men in higher-paid roles continues to influence the gap.

These patterns reflect broader workforce composition: men outnumber women in Ireland, with a high concentration of men in technical roles that are paid higher with larger bonuses as compared to women who are mostly in general roles. We recognize that structural factors play a role, and we remain focused on building a more balanced pipeline, expanding access to growth opportunities, and fostering equity at every level. Further more, we also use external benchmarking data to inform decisions around pay and reward. Additionally, the decision-making process through the recruitment stages is designed with fairness and equality as a core component.

Bonus pay shows a more pronounced gap, with a mean difference of 23.54% and a median of 14.84%. Despite high bonus eligibility across genders—over 92% of men and 94% of women received bonuses—the difference in bonus amounts contributes to the overall disparity. While part-time roles show no pay gap and temporary contractors show a slight reverse gap favouring women, the overall figures highlight areas for continued focus.