



Autodesk FY22 Impact Report

A better world designed
and made for all



Contents

Overview

A message from our President and CEO
FY22 highlights
Our company
Our impact strategy
Philanthropy

Energy & Materials

Improve our operations

Driving net-zero carbon emissions
Our carbon footprint

Partner with customers

Architecture, Engineering & Construction
Design & Manufacturing
Media & Entertainment

Advance industries

Catalyze innovation
Accelerate collaboration
Shape policies

Health & Resilience

Improve our operations

Resilience and well-being
Employee health and safety

Partner with customers

Architecture, Engineering & Construction
Design & Manufacturing
Media & Entertainment

Advance industries

Catalyze innovation
Accelerate collaboration
Shape policies

Work & Prosperity

Improve our operations

Company culture
Flexible workplace
Learning and organization development
Employee impact at work
Diversity and belonging

Partner with customers

Education
Industry trends
Architecture, Engineering & Construction
Design & Manufacturing
Media & Entertainment

Advance industries

Catalyze innovation
Accelerate collaboration
Shape policies

Governance

Corporate governance
Company strategy
Accountability
Trust
Privacy and data security
Ethics and compliance
Human rights
Suppliers and business partners
Public policy

Appendix

Impact strategy assessments
Data summary
Sustainability-enabling solutions
United Nations Global Compact index
United Nations Sustainable Development Goals index
Sustainability Accounting Standards Board index
Endnotes



Overview

A message from our President and CEO

FY22 highlights

Our company

Our impact strategy

Philanthropy





A message from our President and CEO

Autodesk's journey began in 1982, with a group of young technologists working to democratize CAD tools—they believed that a proliferation of design technology would be good for industries, and for society overall.

We've come a long way in the last 40 years, while maintaining the same core values. Technology, deployed appropriately, can help to solve some of our most challenging global issues: to measure, manage, and reduce greenhouse gas emissions, to improve global health and resilience, and to provide skills and opportunities for those seeking to advance their careers.

This work is more important than ever. As we look to the long term, climate change and labor market inequities demand increasingly bold and urgent action. And in the near term, global conflict, high inflation, prolonged supply chain disruptions, and increasingly distributed workforces have immediate economic and social implications. We acknowledge the magnitude and importance of this moment. I believe the volatility around the globe requires that we get back to basics—leaning into our communities, recognizing the importance of resilience, and driving toward positive societal outcomes.

Last year we unveiled our impact strategy. While we have made substantial progress, much work remains to be done. We have multiple levers to drive progress across important environmental, social, and governance issues: how we manage our own business operations, the solutions we provide to our customers, and our collective efforts to accelerate industry transformation.

This report outlines our approach and performance across these interconnected areas. Each builds on the former. Measuring and managing our own impacts better equips us to help our customers do the same. And deploying outcomes-based solutions for our customers supports broader industry transition to the sustainable, resilient, and inclusive future we collectively aim to achieve.

We recognize the importance of improving our operations to demonstrate our commitment to sustainability and help enable a low-carbon, inclusive future. Our Carbon Fund underpins Autodesk's work to deliver on our net-zero and renewable energy commitments, and we recently doubled our internal price on carbon to align with market pricing. We also continue to drive progress toward our three-year diversity and belonging strategic goals. To support our efforts, we have strengthened our governance and accountability across the expanding range of ESG issues.

As we deepen our partnership with customers, we are empowering them to create solutions, connect their data, and accelerate the outcomes that matter to them. This helps them address the unprecedented demand for net-zero buildings, resilient infrastructure, and waste reduction for consumer packaged goods—just to name a few. Last year, we further enhanced our platform capabilities to help our customers scale their positive impact. We released microclimate analysis tools, digital twin solutions, and new features to improve efficiency in building design and construction; and we introduced new factory efficiency solutions for manufacturing. We've also expanded

our portfolio of water management solutions. These capabilities help our customers mitigate risk and respond to unprecedented demand for sustainable solutions.

By investing in technologies that enable dramatic changes in our customers' processes, we can help transform the industries we serve. Through the convergence of design and make, the integration of adjacent industry verticals, and the expansion of our partner and developer ecosystem, we enable insights that empower customers to reduce carbon emissions, water use, and waste. Through our certification programs and policy efforts we strive to support more inclusive opportunities in the industries we serve, and we advocate for broader impact through the global institutions with which we engage.

I'm grateful to our customers, employees, and investors for their support of this work, and I welcome continued collaboration on this journey. By staying true to our values, investing in our broader community, and focusing relentlessly on the outcomes we seek, I believe we will fulfill our vision of a better world, designed and made for all.

Sincerely,

Andrew Anagnost

President and Chief Executive Officer

FY22 highlights



Neutralized GHG emissions

across our operations and entire value chain, for the second year in a row

Internal price on carbon

increased from \$10 to \$20 per metric ton



SBTi validation

of GHG emissions reduction targets

37%

reduction achieved in Scope 1 and Scope 2 GHG emissions (compared to FY20)

\$1 billion sustainability bond

offering, to further align financial and impact strategies



Sustainability-enabling solutions

introduced and enhanced to improve efficiency in building design and construction as well as factory efficiency in manufacturing

Expanded portfolio of water management solutions

with the acquisition of Innovyze®, a global leader in water infrastructure software



50%

women on Autodesk's Board of Directors and 45% women on executive team

19.0%

increase in the number of women in tech roles globally through FY22 (compared to the beginning of FY22)



23,100


employee volunteer hours, including 5,400 Pro Bono Consulting volunteer hours

\$2.9 million

in employee giving

\$18.5 million

in philanthropic funding made by Autodesk and the Autodesk Foundation



\$41.3 million

in Autodesk product donations

1.4 million+

metric tons CO₂e of GHG emissions reduced by the Autodesk Foundation's global portfolio



Our company

A better world designed and made for all

Every day, innovators the world over use Autodesk technology to solve challenges, big and small. Our technology spans many industries, from architecture, engineering, and construction, to manufacturing, to media and entertainment.

From greener buildings to cleaner cars, smarter factories to bigger blockbusters, Autodesk technology is used by millions of people to design and make millions of things that impact billions of lives.

At Autodesk, sustainability is about making that impact positive.

Digitization increases our customers' opportunity to unlock the value of their data and create solutions that accelerate their digital transformation. Solutions that connect their data, their teams, and their entire ecosystems. This enables them to generate new ideas, explore more options, and accelerate better outcomes—so together we can transform how things are designed, made, and operated.

This means creating technology to enable energy and material productivity. It means offering solutions to support the creation of healthier, more resilient places, products, and systems. It means advancing equitable access to jobs in our industries—and facilitating the acquisition of in-demand skills for the future. It means providing grants, software, and training to early-stage innovation that helps lead the transformation of our industries.

All this begins by being a better business ourselves. When we improve the impact of our own operations, we gain the knowledge and credibility to help our customers improve theirs. And by building a culture of belonging where all employees have equitable opportunities to succeed and contribute, together we thrive.

This is our opportunity and this is our time. Together, we can design and make a better world for all.

Autodesk is a global leader in 3D design, engineering, and entertainment software and services, offering customers productive business solutions through powerful technology products and services.

Architecture, Engineering & Construction

Our architecture, engineering, and construction products improve the way building, infrastructure, and industrial projects are designed, built, and operated.

Design & Manufacturing

Our product development and manufacturing software provides manufacturers with comprehensive digital design, engineering, manufacturing, and production solutions.

Media & Entertainment

Our digital media and entertainment products provide tools for digital sculpting, modeling, animation, effects, rendering, and compositing for design visualization, visual effects, and games production.



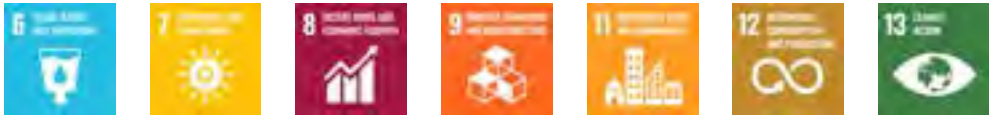
Our impact strategy

Progress demands that we work within our business, in partnership with our customers, and across our industries to advance a more sustainable, resilient, and equitable world.

We focus our efforts to advance positive outcomes across three primary areas. These impact opportunity areas are derived from the UN Sustainable Development Goals and have been focused through a multipronged process to align the top needs of our stakeholders, the important issues of our business, and the areas we are best placed to accelerate positive impact at scale.

→ Learn about assessments that inform our [impact strategy](#).

→ Learn more about how we drive progress toward the [UN Sustainable Development Goals](#).



How we create impact

Improve our operations

Advance sustainable business practices, set the standard in our culture, governance, and operations, and align and activate diverse employees to make a positive impact at work

Partner with customers

Empower customers to harness data, automation, and insights to improve the impact of design and make decisions—advancing a more sustainable, resilient, and equitable world

Advance industries

Accelerate industry transformation through cross-sector collaboration, policy advocacy, and by catalyzing innovation between and beyond our industries

Impact opportunity areas

Energy & Materials

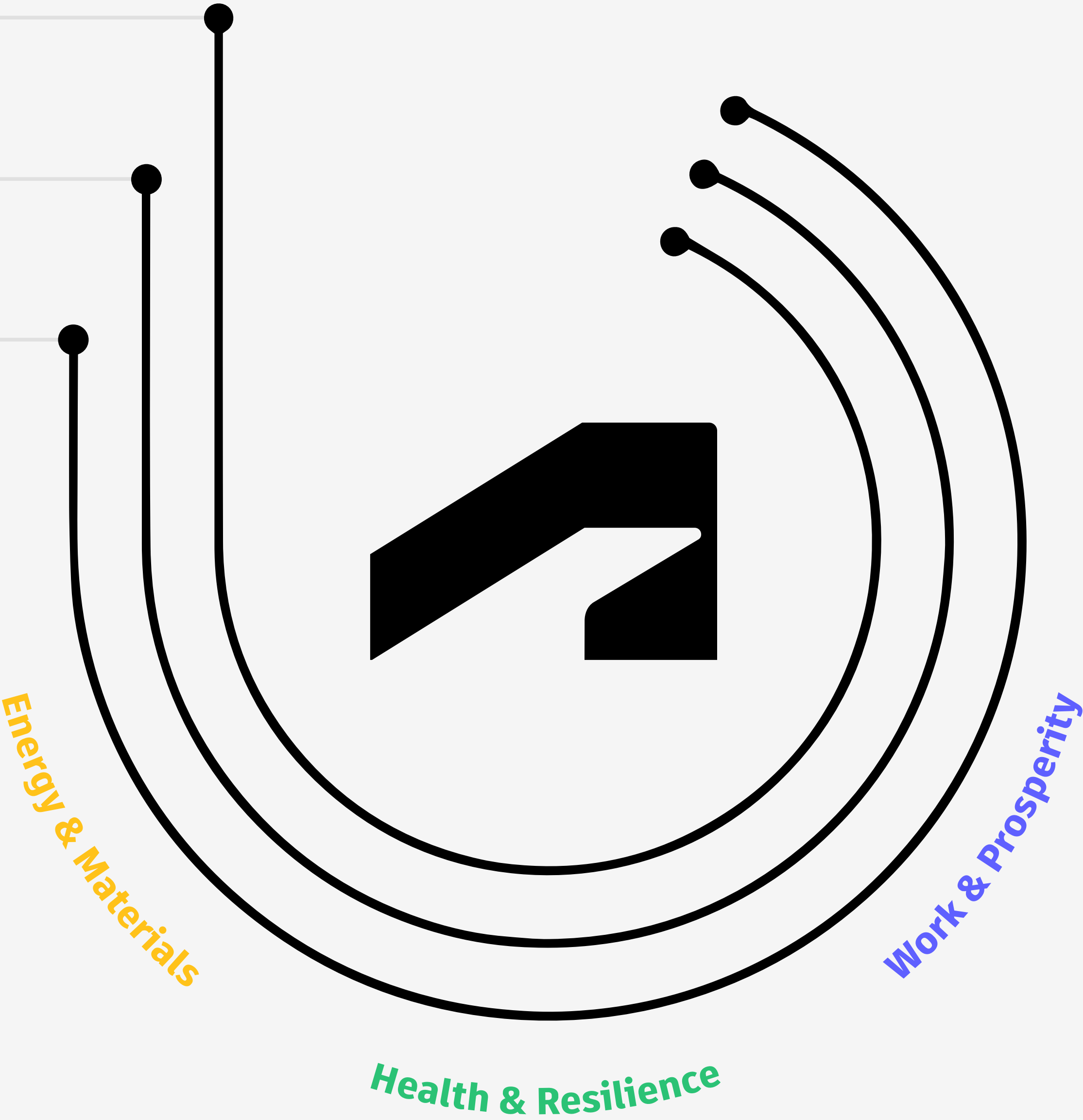
Enable better energy and material choices, reducing carbon emissions and waste. Encompasses key aspects related to energy, materials, waste, and supply chain.

Health & Resilience

Accelerate the design and make of places and products that are safer, healthier, and more resilient. Encompasses key aspects related to safety, health, well-being, resilience, and adaptation.

Work & Prosperity

Facilitate the acquisition of in-demand skills and lifelong learning to meet the workforce needs of our industries. Encompasses key aspects related to diversity, inclusion, mindset, skills, and learning.





Impact governance

We are operationalizing and integrating our impact strategy across our business. This begins with deepening and expanding how we govern impact. Our Board of Directors provides oversight of environmental, social, and governance (ESG) issues overall at Autodesk. In 2022, our Board of Directors Corporate Governance and Nominating Committee and Compensation and Human Resources Committee began assisting the Board with such oversight in the areas defined in their charters. See [Corporate governance](#). Also beginning in 2022, Autodesk’s ESG Steering Committee—composed of leaders from Finance, Legal, Human Resources, and Impact—convenes quarterly to review and prioritize issues relevant to the company’s ESG strategy. See [Company strategy](#) and [Accountability](#).

Sustainability financing

To drive investments in innovative projects to advance sustainable outcomes in our industries, we are further aligning our impact strategy with our financial strategy. In October 2021, we issued our first sustainability bond offering totaling \$1 billion. We are applying proceeds to fund projects in a broad range of areas, such as eco-efficient products, production technologies, and processes; sustainable water and wastewater management; renewable energy and energy efficiency; and socioeconomic advancement and empowerment. To expand the benefits associated with processing the offering, we brought in three diverse banks—including one veteran-owned, one Black-owned, and one Black woman-owned/managed—as partners in our bond deal working alongside top multinational banks. Later in 2022, we will publish a Sustainability Bond Impact Report, describing use of proceeds and expected and/or realized impacts, when feasible. Learn more about our [Sustainability Financing Framework](#).

During 2021, we also refinanced an Autodesk line of credit and tied it to our corporate sustainability targets of reducing carbon emissions and increasing women in tech. If we meet those targets, we are charged slightly lower rates. The [Autodesk Carbon Fund](#) is another key aspect of our approach. Through an internal price on carbon, which capitalizes the Fund, we invest in our efficiency and decarbonization targets as well as renewable energy and certified carbon offset and removal projects.

Company-wide launch

During 2021, we introduced employees across Autodesk to our impact strategy, reinforcing our company vision of a better world designed and made for all, strengthening our culture of impact, and inspiring employees to play a role in realizing our strategy. By aligning, inspiring, and activating Autodesk employees to bring impact into their work, we can accelerate progress.

Impact measurement and management

For more than 10 years, we have publicly reported metrics that demonstrate our progress and impact, such as greenhouse gas (GHG) emissions, energy use, employee demographics, and philanthropic investments. We have set and made progress against goals related to our [carbon footprint](#) and [diversity and belonging](#). As a software company, however, our biggest opportunity to create impact at scale is by enabling our customers to harness data and generate insights to improve design and make decisions. Although these activities are complex, multidimensional, and outside of our direct control, we know that making and managing progress in these areas, and helping customers do the same, requires measurement. We are working to develop meaningful metrics to push our business, support our customers, and advance the industry.

The Autodesk Foundation has [gained important insights](#) into the complexity of opportunities presented by impact measurement. As we advance and scale Autodesk’s impact strategy, we continue to apply these learnings to better enable customers to measure and manage impact—and drive collective progress in our markets and industries overall.

Moving forward

We have only begun to capitalize on the broad potential of integrating our impact strategy into our business. In the coming years, we will continue expanding our governance frameworks, refining our operating model, improving metrics and management, and driving accountability throughout the company. This will enable us to better meet growing stakeholder expectations and manage rapidly evolving risks while unlocking tremendous opportunities for Autodesk and our customers.

“We act in service of our key stakeholders to address our largest opportunities and most important risks through strong corporate governance, an independent board, and a longstanding commitment to ESG management and reporting. By addressing the needs of our customers, employees, and communities, we also create value for our shareholders.”

Stacy J. Smith
Non-Executive Chairman of the Board of Directors, Autodesk



Philanthropy

Autodesk engages in philanthropy through multiple avenues, driving progress toward a more sustainable, more equitable world.

Funding	
<div><div>\$9.7 million</div><div>in strategic philanthropy deployed by the Autodesk Foundation* during fiscal year 2022 to a portfolio of 45 nonprofits and startups globally (see right)</div></div>	<div><div>\$8.8 million†</div><div>in charitable contributions, including \$5.9 million by Autodesk, \$2.7 million Autodesk Foundation match of employee giving, and \$0.3 million Autodesk Foundation contributions for crisis response</div></div>
Technology	
<div><div>Millions</div><div>of students and educators used Autodesk software at no charge to learn design and make skills (see Education)</div></div>	<div><div>\$41.3 million</div><div>in Autodesk software donated to more than 2,600 nonprofits and startups worldwide</div></div>
Talent	
<div><div>\$1.3 million</div><div>in employee volunteer hours, including Pro Bono Consulting volunteer hours‡</div></div>	<div><div>→</div><div>See the Employee impact at work section for more information.</div></div> <div><div>→</div><div>See detailed performance metrics in the Data summary.</div></div>

* The Autodesk Foundation funds its portfolio through a donor advised fund (DAF).

† This total does not equal the sum of the parts due to rounding.

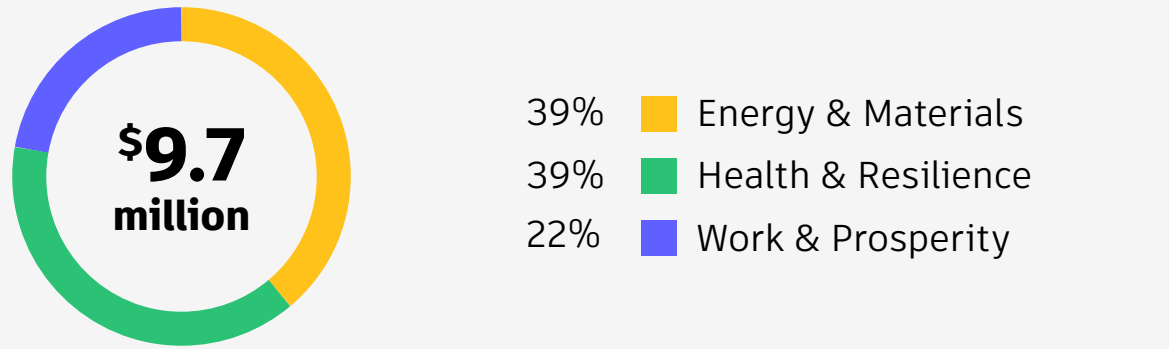
‡ Value of volunteer hours aligns with annual valuation from Independent Sector (\$28.54 per hour was indexed in 2021). Value of employee Pro Bono Consulting volunteer hours (also included in this total) is based on hourly rates for various skills cited by [CECP](#).

The Autodesk Foundation: strategic philanthropy de-risking innovation

The Autodesk Foundation supports innovative solutions to the world’s most pressing social and environmental challenges. Through our deployment of catalytic capital, we help de-risk innovations that are transforming industries to be more sustainable, equitable, and resilient. The Autodesk Foundation combines financial capital with in-kind resources to catalyze and scale the next generation of innovations, ranging from direct carbon capture to rapid shelter solutions.

Autodesk’s current goal is to donate 1% of its operating margin to the Autodesk Foundation.

Capital committed to Autodesk Foundation portfolio, FY22



See stories of how our portfolio of nonprofits and startups catalyze innovation in the areas of [Energy & Materials](#), [Health & Resilience](#), and [Work & Prosperity](#).

Autodesk Foundation portfolio impact

In fiscal year 2022, the Autodesk Foundation’s global portfolio achieved the following:

<div><div>1.4 million+</div><div>metric tons CO₂e of GHG emissions reduced</div></div>	<div><div>29 million+</div><div>individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development (cumulative since fiscal year 2020)</div></div>	<div><div>14,900+</div><div>people placed in new or improved jobs, including 13,400 (90%) with an annual income increase of \$5,000 or more</div></div>
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These impact metrics rely on data aggregated and sourced from financial reports, annual reports, organizational key performance indicators, and self-reported data from the Autodesk Foundation portfolio.

→ [Learn more](#) about the Autodesk Foundation’s approach to impact measurement and management and how our approach has evolved.



Energy & Materials

Demands for more and cleaner resources grow as the global population and standards of living continue to increase. We envision a low-carbon future with minimal pollution and waste, where renewable energy powers our world and materials maintain value while cycling through a circular economy. Autodesk remains steadfast in our commitment to advance sustainable business practices toward net-zero carbon emissions. We have an even more crucial role to play in equipping our customers and other innovators to better understand the impact of design and make decisions on energy and materials use in the context of other objectives, enabling them to make choices that benefit their companies and the world.



Image courtesy of PIX Moving



Image courtesy of Botswana Innovation Hub - SHoP Architects

Improve our operations

Driving net-zero carbon emissions

Our carbon footprint

Partner with customers

Architecture, Engineering & Construction

Design & Manufacturing

Media & Entertainment

Advance industries

Catalyze innovation

Accelerate collaboration

Shape policies



Improve our operations

Driving net-zero carbon emissions

Autodesk continues to strive for excellence in embedding sustainability throughout our business. This reduces our own impact while enabling us to thoughtfully engage with our customers and partners on their own sustainability journeys. For the second year in a row, we neutralized our GHG emissions across our operations and entire value chain, through the deployment of the Autodesk Carbon Fund.

Autodesk first committed to achieving net-zero carbon across Scopes 1, 2, and 3 on an annual basis beginning in fiscal year 2021. Since setting this target, definitions of net-zero have converged; most notably illustrated by the release of the Science Based Targets initiative’s (SBTi) Corporate Net-Zero Standard in October 2021. We welcome this increased rigor and standardization.

Our net-zero carbon target is a journey guided by:

- Climate targets grounded in the latest science and aligned to a 1.5°C climate trajectory
- Prioritization of internal investments and activities that decarbonize our operations and those of our suppliers
- A commitment to neutralize and compensate for all remaining Scope 1, 2, and 3 emissions on an annual basis through the purchase of high-impact carbon avoidance and removal offsets, as well as renewable energy certificates.

The SBTi validated our GHG emissions reduction targets in fiscal year 2022 and determined that our fiscal year 2031 Scope 1 and 2 target is aligned with the 1.5°C trajectory. Our [Environmental Policy](#) underpins the company’s efforts in our own operations and with our products and services.



* Since setting this target in 2020, definitions of net-zero carbon have increasingly standardized. We continue to align our activities with best practice.

† To estimate home office energy consumption, we follow the Work from Home methodology “No Survey” approach that was developed by Anthesis.

‡ This target covers all of Autodesk’s Scope 3 emissions, expanding on the categories included in our SBTi-validated Scope 3 emissions target.

§ This reduction was largely due to a 93% decrease in GHG emissions from business travel and employee commuting as a result of COVID-19 travel restrictions. We anticipate an increase in business travel-related and overall Scope 3 GHG emissions in the coming years.

Targets

Net-zero carbon^{*}

emissions for Scopes 1, 2, and 3 annually, beginning fiscal year 2021

Achieved and ongoing

100%
renewable energy powering our facilities, cloud services, and employee work from home by fiscal year 2021[†]

SBTi validated

Achieved and ongoing

50%
reduction in Scope 1 and Scope 2 GHG emissions by fiscal year 2031, compared to fiscal year 2020

SBTi validated

37% reduction achieved

26.5%
of suppliers for purchased goods and services and business travel, by emissions, will have science-based targets by fiscal year 2027

SBTi validated

15% achieved

25%
minimum reduction in Scope 3 GHG emissions per dollar of gross profit by fiscal year 2031, compared to fiscal year 2020[‡]

67% reduction achieved[§]

Autodesk achieved an A- rating in its 2021 CDP submission. See our most recent [CDP Climate Change disclosure](#) for more detail about governance, strategy, risk management, and performance in this area.

Ongoing commitments

Report climate change information in mainstream financial reports

➔ See [Autodesk FY2022 Annual Report](#)

Integrate sustainable design capabilities into our products and services

➔ [Learn more](#)

Conduct responsible corporate engagement in climate change policy

➔ [Learn more](#)

Engage our top suppliers to set greenhouse gas emissions reduction targets

Use an internal price on carbon



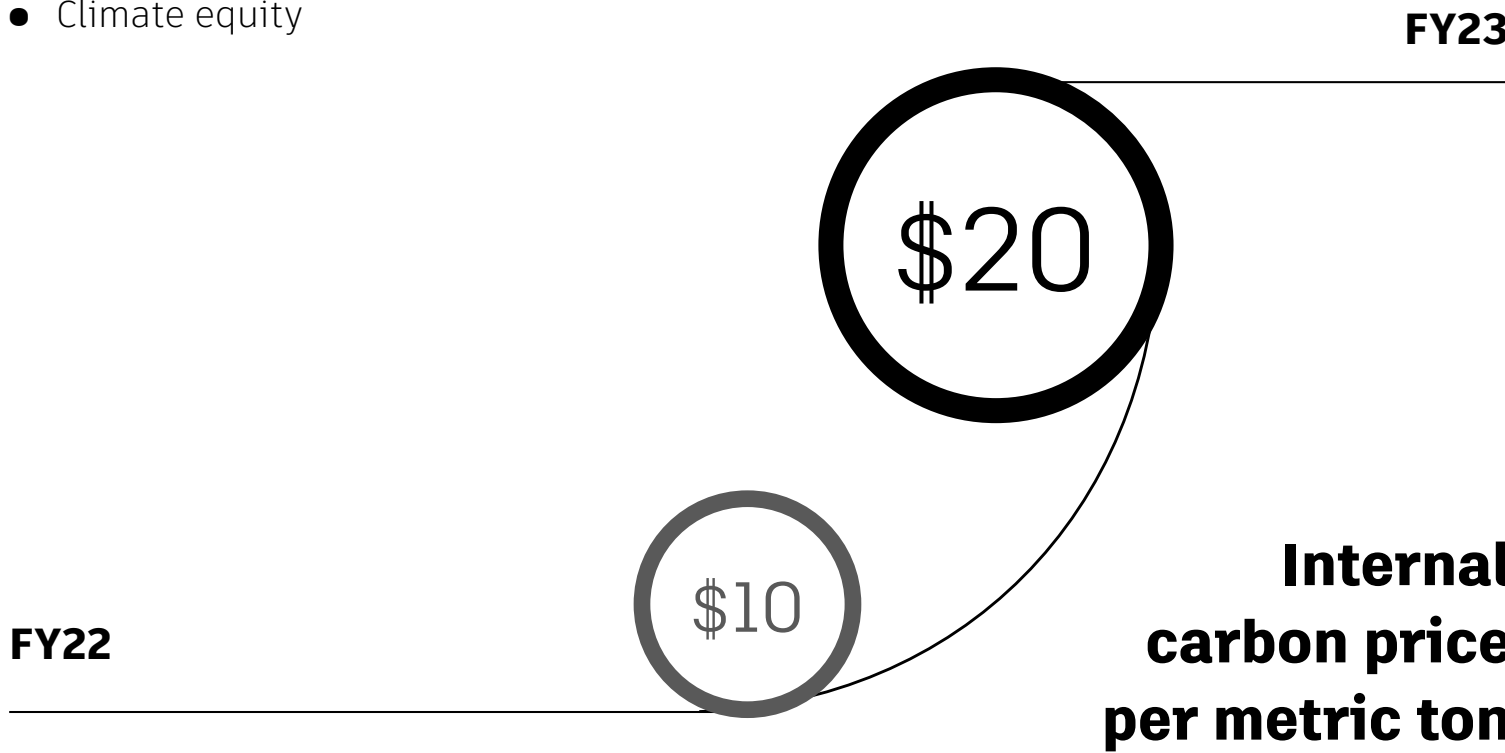
Autodesk Carbon Fund

The Autodesk Carbon Fund enables us to invest in our efficiency and decarbonization targets and continue to neutralize all remaining emissions each year with investments in renewable energy and certified carbon offset and removal projects.

The fund is created by applying our internal price on carbon across our Scope 1, 2, and 3 emissions. Moving into fiscal year 2023, we increased our internal price on carbon to \$20 per metric ton, from \$10 per metric ton in fiscal year 2022. This increase will enable us to realize new emission reduction initiatives within our operations and value chain, and reinforces our commitment to carbon neutrality amidst the increasing costs of certified renewable energy certificates and high-quality carbon offsets.

Through the Autodesk Carbon Fund, during fiscal year 2022 we continued to invest in projects that align with Autodesk’s impact opportunity areas. Our investments aspire to balance our commitment to decarbonizing our operations with driving sustainable solutions across industries. We assess investment opportunities based on:

- Carbon reductions
- Scalability
- Co-benefits
- Business relevance
- Climate equity



Investment priorities

Our four Autodesk Carbon Fund investment areas are ranked by priority, but each one is critical to achieving net-zero carbon.

Efficiency

Investing in efficiency projects across our business and value chain improves our performance while reducing costs and managing the overall growth of our GHG footprint. Prioritizing efficiency enables us to eliminate emissions from our footprint and decreases the need to invest in renewable energy credits and offsets.

[→ Learn more](#)

Renewable energy projects

We are committed to using 100% renewable energy in our operations. Since fiscal year 2016, we have continued to meet our RE100 commitment and purchased 94,800 MWh of renewable energy in fiscal year 2022. In addition to sourcing 100% renewable energy for our workplaces and cloud in fiscal year 2022 (as in fiscal year 2021), we purchased renewable energy credits for all employees working from home, which was especially important during the COVID-19 pandemic. We also installed solar panels on the roof of our Kilsyth, Australia, facility, expanding the rooftop solar system to 99.7 kW, which will reduce GHG emissions at that location by an estimated 45 metric tons of CO₂e annually.

Carbon leadership and engagement

Autodesk engages with industry peers, advisors, and partners working to scale decarbonization solutions. We access specialized sustainability expertise and join industry groups to exchange knowledge and best practices in decarbonization.

Carbon offsets and removal projects

We support carbon offset and removal projects to address any GHG emissions that remain after making the investments above, while also delivering positive outcomes in alignment with our broader impact opportunity areas. During fiscal year 2022, we provided climate finance to six projects that offset 103,000 metric tons of CO₂e emissions. With purchases of carbon offsets from NicaForest Restoration (Nicaragua) and Isla Bosque (Costa Rica), we expanded our support for nature-based carbon removal solutions. We also continued our support for rainforest protection in Sierra Leone, the distribution of efficient cookstoves and water purification solutions in Kenya, and a water boreholes project improving access to clean water in multiple countries throughout Sub-Saharan Africa.



Imge courtesy of NicaForest/Isla Bosque

NicaForest Restoration

The NicaForest project team prepares teak saplings. The project intends to establish nearly 500 hectares of sustainably managed teak forest plantations.

[→ Learn more](#)



Imge courtesy of NicaForest/Isla Bosque

Isla Bosque

The Isla Bosque project will reforest over 800 hectares of previously degraded agricultural lands throughout Costa Rica with an additional 1,000 hectares planned for 2022.

[→ Learn more](#)



Improve our operations

Our carbon footprint

Procurement

We strive to embed sustainability into our purchasing practices, from our events and IT equipment to vendors and office supplies such as paper. Since fiscal year 2021, we have partnered with CDP to engage our suppliers and enhance collaboration and disclosure. During fiscal year 2022, we asked 89 of our top suppliers (by GHG emissions) to report information about climate-related programs and GHG emissions to CDP and had a 58% response rate. Through fiscal year 2022, 18 of our top suppliers (by GHG emissions) set science-based GHG emissions reduction targets.

→ [Learn more](#) about our expanded Partner Code of Conduct and our programs with suppliers and business partners.

Business travel

We seek to reduce business travel–related GHG emissions by promoting virtual/hybrid meetings, educating employees and partners, implementing a green rating system for hotels, and incorporating sustainability expectations into our standard meeting contracts. To help advance sustainable air travel, during 2021 we joined the United Airlines Eco-Skies Alliance, which supports the increased use of sustainable aviation fuel through member contributions. Employees have visibility into estimated GHG emissions for each flight segment purchased through our online booking system, enabling more informed decisions about air travel. We are also working to decarbonize our fleet using hybrid and electric leased vehicles, and we are on target to convert at least 80% of our leased vehicles to hybrid or electric by the end of 2023. Emissions from business travel were 95% lower than in fiscal year 2020 (the year before the pandemic), largely due to COVID-19 travel restrictions.¹

Employee commuting and remote work

To account for the impact of remote workers, in fiscal year 2022 (similar to fiscal year 2021) we included GHG emissions associated with home office energy consumption in our footprint (as a part of the employee commuting category based on the GHG Protocol) and purchased corresponding amounts of additional renewable energy and carbon offsets.^{1,2} We plan to continue this practice moving forward.

Major conferences

Autodesk University and One Team Conference (our annual channel partner and sales summit) are both carbon neutral, including the events, attendee travel, and GHG emissions related to virtual participation.³ We achieve this by enhancing efficiency, providing virtual attendance options, reducing waste, and purchasing carbon offsets.¹ In fiscal year 2022, all of our conferences were held virtually due to COVID-19 travel restrictions.

Cloud and data centers

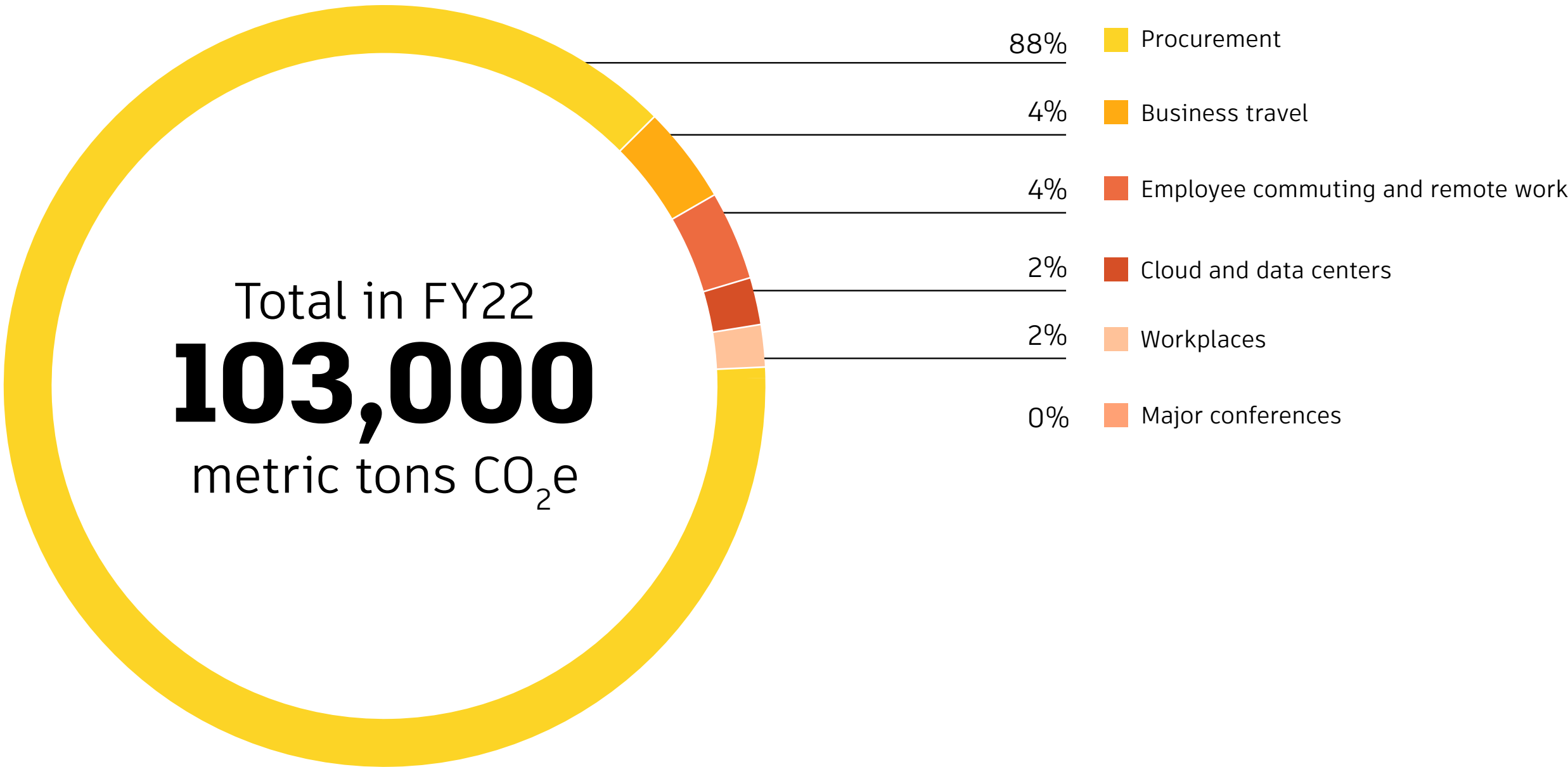
Over the past three years, we have shifted more of our data centers from Autodesk facilities to cloud infrastructure providers, increasing efficiency due to higher infrastructure capacity utilization. In addition, we strive to minimize data center energy use through server virtualization and selection of efficient equipment that meets respected industry standards and by streamlining our code.

We source 100% renewable energy for our cloud services and data centers, and our cloud services have been carbon neutral since fiscal year 2016. These efforts help us provide customers with a faster, more reliable experience with reduced environmental impacts.¹

Workplaces

We assess our facilities’ environmental operating practices related to energy use and other impact areas, and we work to continuously review and make sustainability improvements. We use our operations as test cases to help refine the functionality of our solutions, improve our environmental performance, and showcase how customers can use our solutions to meet their sustainability objectives. Due to the pandemic and workplace closures, emissions in this category were 37% lower in fiscal year 2022 than in fiscal year 2020 (the year before the pandemic). Our offices have been powered by 100% renewable energy since fiscal year 2016.

→ See detailed performance metrics in the [Data summary](#).





Partner with customers

Architecture, Engineering & Construction

The buildings sector represents 38% of energy- and process-related GHG emissions globally: 28% from operational energy consumption and 10% from the buildings construction industry.⁴

Reducing operational energy consumption in new and existing buildings remains a high priority for Autodesk and many of our customers. Tackling the embodied carbon in infrastructure and building materials also offers great potential for near-term improvement, since building materials will account for about half of the climate impacts of projected new building construction between 2020 and 2050.⁵ Reducing the impacts of construction is essential, since that industry consumes more than half of all extracted raw materials.⁶

Global demographic trends compound the urgency of reducing these impacts. As the world population continues to urbanize over the next 30 years, the construction industry will need to build an average of 13,000 buildings every day⁷ and 700,000 miles of road per year.⁸ Industry demand will continue to rise for solutions that enable architects, engineers, and contractors to support this rapid growth more sustainably by improving energy and materials productivity while managing embodied carbon thoughtfully.

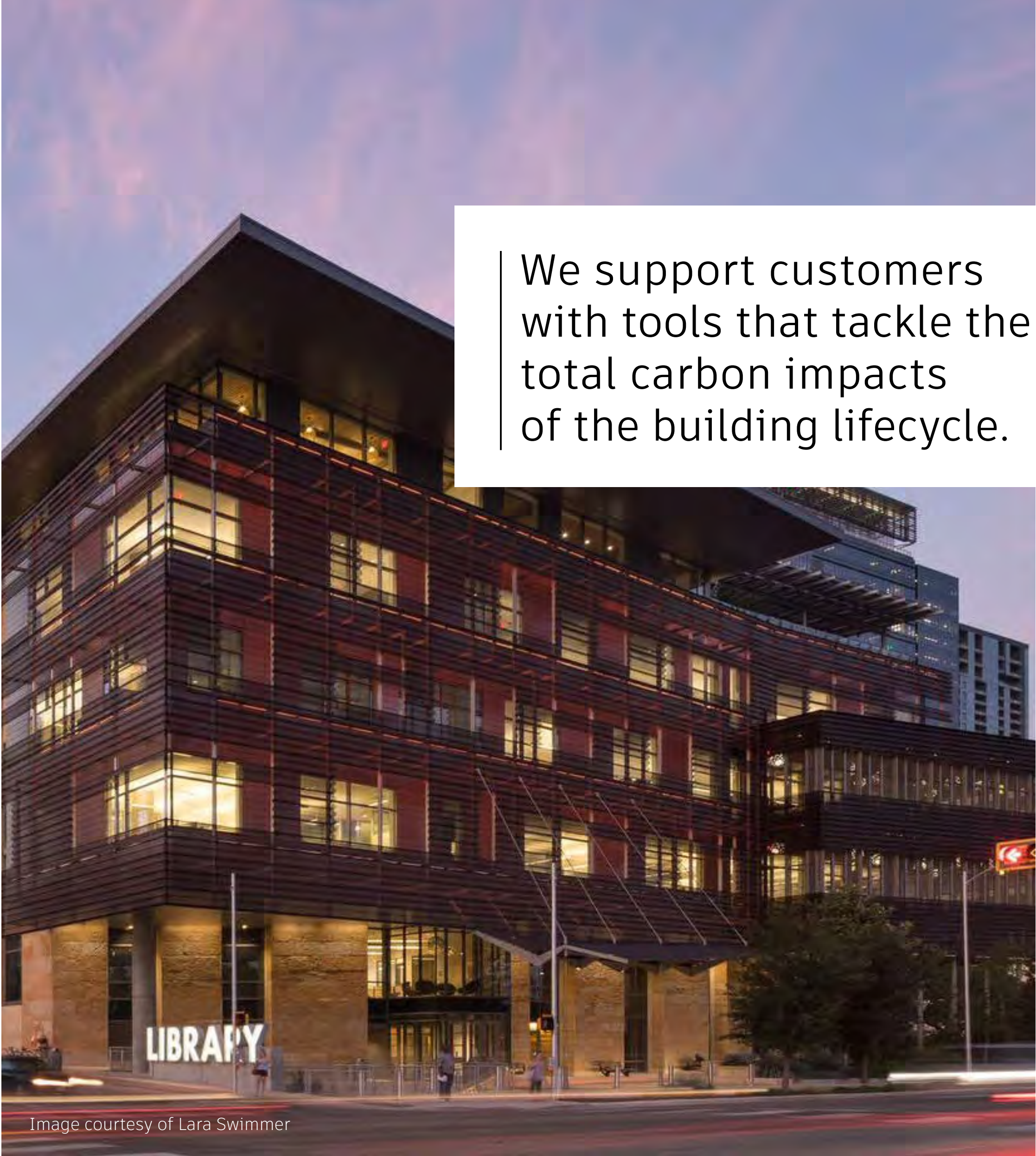
Our customers are increasingly working to make net-zero energy buildings, reduce embodied carbon, decrease construction waste, and develop smart and sustainable cities.

To achieve carbon neutrality by 2050, all new buildings and 20% of the existing building stock would need to be zero-carbon-ready as soon as 2030. This goal requires spending to triple by 2030 relative to the last half-decade averages.⁹

Our customers are increasingly working to make net-zero energy buildings, reduce embodied carbon, decrease construction waste, and develop smart and sustainable cities. Globally, commitment to increasing green building efforts remains strong: 28% of CEOs in the construction industry planned to do the majority of their projects green in 2021, and 42% plan to do so in the future.¹⁰ The business case for building green is compelling: The average reduction in operating costs in the first year for new green buildings is 10.5%, and average five-year operating cost savings is 16.9%; green renovations and retrofits have an even stronger performance at 11.5% and 17% average reductions. Owners report that new green buildings and renovation/retrofit projects increase building asset value by more than 9%.¹¹

Providing automation tools to support these objectives affordably and at scale is central to our sustainability efforts. The Autodesk® Architecture, Engineering & Construction (AEC) Collection and Autodesk Construction Cloud® help enable customers to achieve these outcomes.





We support customers with tools that tackle the total carbon impacts of the building lifecycle.

Image courtesy of Lara Swimmer

Total carbon management

We support customers with tools that tackle the total carbon impacts of the building lifecycle. The Embodied Carbon in Construction Calculator (EC3), built by Building Transparency and incubated at the Carbon Leadership Forum with input and support from nearly 50 industry partners and Autodesk, helps customers choose carbon-smart materials that have lower embodied carbon. The EC3 app easily transfers information between publicly available datasheets and Autodesk Construction Cloud, so comparisons can be done in minutes by general practitioners. The EC3 database is expanding—currently comprising 18,000 registered users from 71 countries—with the goal of including all embodied carbon impact stages for use in whole life carbon accounting.

To address carbon associated with building operations, Autodesk® Insight technology aims to empower architects and engineers to design more energy-efficient buildings with advanced simulation engines and building performance analysis data integrated in Autodesk® Revit® software. By combining design data in a cloud-based environment, design teams can visualize trade-offs with high accuracy.

HVAC systems are often the single largest contributor to building energy use, so right-sizing HVAC systems is essential, and saves upfront costs, lowers energy consumption, and reduces carbon emissions. In addition to integrated modeling and systems analysis, Revit software provides an output report that automatically equips engineers with HVAC system sizing and selection data that can be customized for specific requirements.

In 2021, we began pilot testing an application of machine learning (ML) that harnesses the power of generative design and artificial intelligence (AI) to make building energy analysis faster and easier. This research prototype uses large datasets of building models to predict energy performance and enables users to quickly identify options that are optimized for energy performance. Our initial experimentation has shown that always-on, real-time energy analysis is within reach.

Operations

Autodesk Tandem™ software, commercially available since July 2021, extends the value of BIM to operations. The BIM data created throughout a project's lifecycle is used to create a digital twin of the physical asset that AEC firms can hand over to building owners and operators. The easily accessible, contextual, and insightful data owners receive makes for ready-to-go operations. This can support improved maintenance and enable teams to operate at their highest performance. Autodesk Tandem and digital twins are part of the broader digital transformation, where every system becomes increasingly connected as data is generated. Last year, Autodesk became a Founding Member of the [Digital Twin Consortium](#), an organization collaborating on digital twin best practices and standards.

[→ Learn more](#)



Integrated environmental analysis

Spacemaker®, an Autodesk product, uses cloud-based AI and generative design to reinvent early-stage site planning and design for architects and real estate developers. Spacemaker enhances users' ability to perform feasibility studies and optimize site plans, and enables them to quickly make smart choices around daylight, noise, sun, and wind from the start. This leads to more sustainable urban development that considers the well-being and comfort of urban residents, as well as how to reduce environmental impact and increase climate resilience.

In October 2021, Spacemaker introduced microclimate analysis, a new tool that combines wind and sun analyses with local weather data to help mitigate the urban heat island effect—a phenomenon in which the built environment in cities, such as concentrated buildings, plazas, and other surfaces, absorb and retain heat throughout the day. Spacemaker also recently released its solar panel analysis, which estimates the amount of energy that rooftop solar arrays can produce per year, and helps architects and developers generate their sustainability strategies earlier and more accurately. Urban heat islands contribute to rising daytime temperatures, reduced nighttime cooling, and poorer air quality. Not only do they prompt an increase in air conditioning usage that drives up energy consumption and thus carbon emissions, they can also lead to an increase in illness and heat related deaths. With microclimate analysis, architects and developers can quickly, easily, and accurately evaluate the thermal comfort of outdoor spaces, detect problematic areas, and simulate more efficient and sustainable options to consider before major design decisions are locked in.

Spacemaker is also exploring new analyses in the sustainability realm, including total carbon management and stormwater, which—along with the existing solar panel, operational energy, and microclimate analyses—will be critical in the quest to lower the environmental impact of cities and make them more climate resilient.

 [Learn more](#)

Adaptive reuse

In some cases, the lowest impact building is one that has already been built. Making the most of existing structures through adaptive reuse avoids demolition waste and reduces procurement of new material, greatly lowering a project’s embodied carbon compared to building new structures. Complementing these savings, the building envelope and mechanical systems can be upgraded to benefit from the latest technologies. This approach will be essential to decreasing overall GHG emissions associated with buildings to levels required to meet climate change targets.

 [Learn more](#)

Lean construction

Lean construction, enabled by Autodesk Construction Cloud, supports higher-quality, more-efficient construction projects by helping general contractors, subcontractors, and owners to optimize workflows. When tradespeople are empowered to make decisions that affect the project schedule, bottlenecks are avoided, waste is reduced, and projects proceed more smoothly.

Projects that use lean practices are three times more likely to be ahead of schedule and twice as likely to be under budget.¹² Contractors in the United States, UK, and France who use lean planning practices saw a 52% reduction in rework,¹³ and adoption of lean construction practices is quickly expanding worldwide.

Sustainable infrastructure

More efficient road network systems have the potential to reduce energy consumption, local pollutant emissions, delays, and traffic congestion, while improving safety.

Autodesk products help customers understand and reduce environmental impacts associated with roadways and transportation infrastructure. Using the integrated multimodal Mobility Simulation engine for Autodesk® InfraWorks®, designers can create animated simulations of transit, parking, personal, and/or taxi-mode modeling. Metrics such as person-hours traveled, person-kilometers traveled, multimodal level of service calculations, and economic and environmental assessments help planners understand the relative impacts of different scenarios. This supports the development of more efficient road network systems, which have the potential to reduce energy consumption, local pollutant emissions, delays, and traffic congestion, and improve safety. Autodesk Grading Optimization in Autodesk® Civil 3D® software is an interactive tool that facilitates grading design of various land areas such as sites, road interchanges, and around structures, helping designers achieve an optimal grading plan that minimizes material waste and reduces cost by optimizing the movement of dirt.

 See a summary of [Autodesk Architecture, Engineering & Construction solutions](#) that enable sustainable design.



Lake|Flato Architects

Every design has an impact. Total carbon management helps make it a positive one.

Lake|Flato Architects, a leader in sustainable architecture design in the United States, has received 13 AIA COTE awards for sustainable design excellence—more than any other architect. The firm is driven by the goal of total carbon management and making the best decisions possible for the design itself and impact on the climate.

To manage operational carbon, Lake|Flato uses Autodesk Insight software for high-performance building design. Insight enables Lake|Flato to quickly, easily, and accurately model the impacts of design decisions on the overall energy consumption of each project.

Tally—the first lifecycle assessment app to calculate the environmental impacts of building material selections directly in a Revit model—is another key tool in Lake|Flato’s arsenal for measuring and managing embodied carbon. The list of materials and quantities generated in Tally imports directly into the EC3 tool, fostering a more efficient workflow that optimizes both tools’ capabilities.

Located in the heart of downtown Austin, Lake|Flato’s recent Hotel Magdalena project is the first mass timber boutique hotel constructed in North America and demonstrates the total carbon benefits of this approach compared to more conventional construction. According to Lake|Flato, “Results indicate that when including biogenic carbon, switching to a mass timber structural system can provide a tremendous carbon reduction, ranging from 38% to 58% depending on how much mass timber is replacing concrete or steel. When biogenic is not included, the carbon reduction ranges from 7% to 17%.”

[Learn more](#)



Image courtesy of Casey Dunn



Image courtesy of luis vidal + architects

Matta Sur

Chile's Matta Sur Complex links a 19th-century school building to a new medical facility, bringing the past into the future through adaptive reuse.

[Learn more](#)



Image courtesy of Oscar Daniel Rangel/Unsplash

Fjord City

Fjord City brings unique design to sustainable development in Norway and sets a new standard for urban regeneration.

[Learn more](#)



Image courtesy of SK ecoplant

SK ecoplant

The Paju fuel cell plant in South Korea offers green, efficient power to a rural area and serves as a model for future projects.

[Learn more](#)



Image courtesy of afterFIT

afterFIT Japan

In Japan, solar power innovator afterFIT is realizing low-carbon goals using drones, 3D design, and simulation.

[Learn more](#)



Partner with customers

Design & Manufacturing

Approximately 19% of global greenhouse gas emissions are from the manufacturing industry,¹⁴ and by 2050 the growth in population and associated demand for consumer goods will require at least twice the energy¹⁵ and materials¹⁶ currently used.

Materials use is a key environmental impact driver in product design and manufacturing. Reducing materials use and waste (through lightweighting and additive manufacturing) and using lower impact and more sustainable materials (such as recycled and renewable content) are important objectives for many of our customers. Developing more circular product designs—through design for upgradability, repairability, reuse, disassembly, and recycling—as well as transitioning to product-as-a-service and other more circular business models allows companies to gain more value from materials and strengthen relationships with customers.

To comply with materials regulations worldwide, such as the Restriction of Hazardous Substances (RoHS) Directive and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation in the European Union and legislation related to conflict minerals in the United States and other locations, companies face increasing pressure to assess and document the materials used in their products, and in some cases to ensure materials' traceability throughout the supply chain.

Energy use is another pressing issue, during both manufacturing and product use. By using approaches such as digital twins and AI-assisted predictive maintenance, manufacturers can optimize factory layout and operations. In sectors such as transportation, automotive, and aerospace, designing lighter-weight products utilizing generative design and other innovative technology can reduce energy consumption of products in use.

These impacts and trends are driving manufacturers to commit to sustainable and circular outcomes in their work. In a new study focused on the European Union, 73% of manufacturing companies surveyed understand sustainability as a component of formal strategic vision from a leadership approach.¹⁷ Manufacturing companies that address these opportunities could see potential revenue of \$338 billion from new sustainable products and services in the short to medium term.¹⁸

Based on internal research about the consumer packaged goods industry, nearly 6 in 10 consumers surveyed are willing to change their shopping habits to reduce environmental impact. They are also demanding more transparency, with close to half (49% saying they do not have the information to verify products' sustainability claims. And companies recognize the benefits derived from sustainability initiatives, with 77% of those surveyed agreeing that they drive an increase in consumer loyalty.¹⁹ Consumer goods brands are looking for guidance on how to manage the complexity of this transformation, and consumers need to be assured that companies are genuinely using the most innovative product design and manufacturing technology to achieve next-level sustainability innovation.



Image courtesy of PIX Moving



The Autodesk Product Design & Manufacturing Collection and our cloud platform support sustainable design in a broad range of areas.

Generative design

Generative design is a design exploration process through which designers or engineers input design goals into generative design software, along with parameters such as performance or spatial requirements, materials, manufacturing methods, and cost constraints, and the software then produces a broad range of possible designs. Generative design capabilities in Autodesk® Fusion 360® can inform part consolidation and material use reductions. And as of October 2021, generative design can optimize fluid paths—liquid and gas flow within assemblies. For example, in the past, designs that required an optimized flow path had to be manually altered in a time-consuming process. We recently introduced a [new feature set](#) that automates this process—following existing generative design workflows for structural components—and implements a single fluid path geometry that can be used in downstream design and simulation work. By modeling fluid paths, innovators can address “pressure drop” and design products and systems that create less resistance. For example, reducing the overall pressure drop in a ventilation system equates to less fan horsepower and a significant reduction in energy consumption.

[→ Learn more](#)

Additive manufacturing (3D printing)

Additive manufacturing has the potential to reduce materials use compared to subtractive methods, since 3D printing frequently uses only the materials needed. Fused Filament Fabrication simulation in Fusion 360 saves materials by helping users to predict and avoid common print failures. The Additive Build Extension unlocks extra additive manufacturing technology to help users produce lighter, stronger, better-performing parts while reducing materials use, waste, and cost. In 2021, we examined additive infill patterns—which enable faster 3D printing with semi-hollow structures—and changed the default value for infill in Fusion 360 to use the least amount of material and energy.

[→ Learn more](#)

Manufacturing

Utilizing automation to integrate product design and manufacturing processes helps designers and engineers achieve productivity boosts and deliver more sustainable products. New features in the Fusion 360 Nesting and Fabrication extension optimize the process of laying out parts on a flat sheet of material in preparation for cutting on a CNC machine, saving materials use. Advanced Arrange controls automatically detect material thickness and part quantity and generate setups, toolpaths, and NC code directly within Fusion 360, helping to provide more granular control. Autodesk can also support companies with product lifecycle management (PLM) software, helping them to understand, trace, and document materials use in their products.

[→ Learn more](#)

Factories

Autodesk’s integrated factory modeling solutions combine BIM and digital factory planning to generate a digital representation of production facilities and equipment. Multidisciplinary project contributors can collaborate in this central, always-up-to-date model to plan, design, validate, build, and operate factories. Creating an agile, innovative factory layout can minimize downtime, increase energy and material efficiencies, and improve communication and data insights. Manufacturers can reduce energy use by up to 25% and increase productivity through smart and connected manufacturing techniques.²⁰ An integration launched with ProModel in 2021 enables users to simulate factory resource flows in an AutoCAD factory layout, helping reduce waste and offering quantifiable results. ProModel’s new AutoCAD Edition enables customers to simulate directly in Autodesk® AutoCAD® and Inventor® software, and an Autodesk Forge®–based 3D viewer lets them easily view their factory flow.

[→ Learn more](#)

Simulation

The Fusion 360 Simulation Extension was introduced in early 2022 to unlock key insights of product design performance and quality through mechanical, structural, and injection molding analysis tools. We have updated the materials database for those conducting injection molding simulation studies in Fusion 360, adding new materials tested in our laboratories, updating existing materials, and deleting discontinued materials. The database now includes more than 12,000 materials from over 500 suppliers. [The Injection Molding Simulation](#) feature, new in 2021, provides feedback on whether a part is feasible for injection molding, which can increase part quality and reduce scrap. The new machine builder and simulation feature in Fusion 360 helps machinists ensure that minimal restrictions and failures will occur during manufacturing. Virtual reality (VR) and extended reality (ER) applications can help reduce the need for physical prototyping. Users can now see Fusion 360 designs in augmented reality with [USDz file format](#). And in 2022, we introduced the Product Design Extension for designers working on consumer electronics, with a set of design features that automatically chain the design—make workflow together specific to the materials used.

[→ Learn more](#)

[+ See a summary of Autodesk Design & Manufacturing solutions that enable sustainable design.](#)



Evolve

Discovering generative design for CNC milling

Evolve specializes in engineering high-quality bespoke systems and products, delivering cutting-edge solutions to the motor sport, automotive, aerospace, medical, industrial equipment, and clean technologies industries. Evolve has used Fusion 360 since 2016, but—like many companies—the team assumed generative design was complicated, expensive, and best suited for additive manufacturing.

But recently they applied generative design to an electric hypercar component and quickly realized the time and cost savings of designing with artificial intelligence and the ease of manufacturing parts on a CNC machine. With an electric vehicle, weight reduction is critical to hit performance and range targets. For the component, Evolve also focused on strength, performance, and stiffness. Most critically, it had to be optimized for CNC milling.

With these parameters in Fusion 360, the team could quickly see different possibilities and choose their priorities for the component. They ultimately selected their preferred solution from a full set of design options. The final electric hypercar component was 40% lighter than the initial design and the project was completed in record time. That’s just the beginning as Evolve moves generative design into more projects.

[Learn more](#)



Image courtesy of Evolve



Image courtesy of Yuma Labs

Yuma Labs

Yuma Labs produces sustainable sunglasses and brings some of the biggest names in street fashion into its mission of closed-loop production.

[Learn more](#)



Image courtesy of Hyimpulse

HyImpulse

The German startup HyImpulse is working on safe, sustainable space travel with its unique hybrid rocket propulsion system.

[Learn more](#)



Image courtesy of PIX Moving

PIX Moving

Using AI and innovative methods like generative design, 3D printing, and robotics, PIX Moving is creating a decentralized, distributed, and user-participatory way of manufacturing.

[Learn more](#)



Image courtesy of GANAS MFG

Ganas Manufacturing

Ganas Manufacturing is using automated nesting to maximize efficiency and reduce the amount of scrap in woodworking and millwork.

[Learn more](#)



Partner with customers

Media & Entertainment

With a tremendous increase in content consumption globally, the media and entertainment industry is experiencing a content creation boom.

Traditional services, streaming services, and rapidly evolving areas such as the metaverse have undergone explosive growth and convergence, further increasing demand. While this creates opportunities for individuals and studios worldwide, it also challenges companies, including Autodesk, to innovate ways to meet this demand efficiently and securely while helping customers consider environmental impact. Autodesk helps by enabling cloud-based rendering, supporting virtualized workflows, and advancing relevant third-party standards and principles.

Media and entertainment companies often have thousands or tens of thousands of servers for simulation, rendering, and other virtualization tasks, and this trend is accelerating. Many studios large and small are shifting to the cloud, which supports remote collaboration and reduces the need for on-site IT infrastructure while also decreasing GHG emissions, since those services are typically more energy efficient than company-owned and managed servers. Through partnerships with cloud service providers, artists can use tools such as Arnold global illumination renderer and Autodesk® Flame® 3D compositing, VFX, and finishing software on premises or in the cloud. With our virtualization policy and cloud rights that come with the software, customers can also bring solutions such as Autodesk® 3ds Max®, Maya®, Arnold, and Flame software to the cloud and purchase compute time (including through our carbon neutral cloud services).

Replacing energy-intensive workstations with lighter footprint local devices and moving to fully virtualized cloud-based workflows can also reduce energy consumption.

In some cases, media and entertainment companies are also replacing physical sets with virtual sets displayed on large LED screens behind live actors, which can reduce materials use and waste while saving time and money. Autodesk helps make this possible with Unreal Live Link for Maya. While 3D artists model and animate in Maya, the data flows into Unreal Engine in real time, allowing filmmakers to see actors on set in the context of CG assets and iterate on changes live and in the moment. In other industries, use of virtual product prototypes, which are photoreal 3D renders of product models, can offer similar benefits.

Large productions such as films, episodic content, and games often depend on the collaboration of many studios. This can involve multiple versions of animated characters, visual effects, and other digital assets, which increases the use of IT equipment and energy. Autodesk is working with the Academy Software Foundation on open source standards to decrease the need for multiple versions of digital assets, as well as simplifying customer workflows in-studio and between studios.

To advance progress toward a more sustainable cloud, we are a signatory to The Corporate Colocation and [Cloud Buyers’ Principles](#), a project of the Future of Internet Power Collaborative Initiative.

[→ Learn more](#)

Moving film production to the cloud

[Movie Labs](#) is a consortium founded by major Hollywood studios that aims to effect transformational change in the industry by creating new dynamic creative processes enabled by cloud architecture.

Movie Labs has urged industry leadership to invest in production technology for the future of media creation. This aligns with our vision to build a more resilient future by transitioning to cloud-based workflows and business models, and we are proud to collaborate with this industry think tank.

To this end, in [January 2022 Autodesk acquired Moxion](#), a New Zealand-based developer of camera to cloud (C2C) workflows for live action film sets, expanding our own cloud platform for Media & Entertainment upstream to include on-set production workflows. Moving beyond post-production, this technology will bring new users to Autodesk while helping better integrate real-time workflows across the entire content production chain.

Shifting to cloud-based solutions can reduce GHG emissions, since those services are typically more efficient than company-owned and managed servers.

Westworld

How Westworld is leading the way in the Korean VFX industry

Founded in 2018 by a group of industry veterans at the forefront of the Korean VFX scene for over 20 years, Westworld is a specialized visual effects company with an impressive portfolio of globally recognized films and TV series.

Due to the COVID-19 pandemic making it difficult to shoot on location, interest has increased in virtual production, a filmmaking method in which real-time virtual rendered scenes surround physical actors and props on set using an LED screen during shooting. By quickly and actively adopting the latest tools and techniques, Westworld is now leading the way for virtual production in South Korea.

Westworld used virtual production for *Sweet Home*, a Netflix original series released in 2020 that was shot while monitoring pre-produced digital characters at the studio. *The Silent Sea*, another Netflix series, also used virtual production methods, this time shooting against a background displayed on an LED screen.

[Learn more](#)



Image courtesy of Westworld



“Autodesk Maya is the most fundamental and important tool we use to perform VFX and CFX work. With Bifrost for Maya’s excellent performance and compatibility, we will be able to create more elaborate, delicate, and realistic visual effects than ever before.”

Byeong-geun, Lead Character Technical Director, Westworld



Image courtesy of Westworld



Advance industries

Catalyze innovation

The Autodesk Foundation invests in nonprofits and startups scaling early-stage technologies that have the potential to dramatically reduce GHG emissions and waste within our industries.

We target early-stage (seed to Series A) technology-driven ventures, and de-risk technology and business models with a combination of financial capital and in-kind support. We prioritize sectors where our design and make expertise is particularly beneficial, such as renewable energy, electrification of transportation, low-carbon refrigeration/heating, building and industrial energy efficiency, carbon removal, and materials innovation.

From removing CO₂ out of ambient air to refining critical, low-carbon minerals, the Autodesk Foundation portfolio is helping accelerate the transition to a decarbonized economy.

Who we fund

13

startups and ecosystem partners scaling innovative technologies that reduce GHG emissions

39%

of Autodesk Foundation portfolio funding in fiscal year 2022

Geographic reach



We primarily invest in the United States, where emissions per capita exceed those of most other nations, but we recognize the importance of also enabling sustainable growth of technologies that combat climate change in both emerging and developing markets. In fiscal year 2022, we expanded our Energy & Materials portfolio globally to catalyze climate innovation in developing markets.

We target opportunities with the potential to mitigate at least 500 million metric tons of CO₂e by 2050.

Impact measurement and management

We evaluate the impact of the Autodesk Foundation Energy & Materials portfolio based on GHG emissions abated. We engage third-party experts such as [CEA Consulting](#) and [Rho Impact](#) to calculate and audit CO₂e reductions realized by our portfolio and CO₂e reduction potential. We also support field building efforts to bolster the ecosystem of forward-looking climate impact assessments through initiatives such as [Project Frame](#).

[→ Learn more](#) about Autodesk Foundation impact measurement and management.

Portfolio impact

Metrics	FY22
GHG emissions reduced (metric tons CO ₂ e)*	203,000
GHG emissions reduction potential by 2050, cumulative (metric gigatons CO ₂ e)	14

*This data was audited by a third party.

[→ Read](#) the Autodesk Foundation’s Low-carbon Innovation impact brief.



Vartega

Recycling carbon fiber reduces carbon emissions

Vartega, a recycling technology company that has developed a low-cost grade of carbon fiber through its patented recycling process, was added to the Autodesk Foundation portfolio in fiscal year 2022. The company’s recycled carbon fiber solutions—which have been found to exhibit the same mechanical properties as virgin carbon fiber—can be incorporated into intermediate materials (products that require additional processing), including non-woven fabrics, thermoplastic pellets, and 3D printing filaments.

Recycling carbon fiber is 95% less energy-intensive and 50% less expensive than making virgin carbon fiber. Vartega aims to enable growth of the circular economy by closing production loops across all material composites. Greenhouse gas reduction remains central to the company’s metrics. For every metric ton of carbon fiber recycled, Vartega saves 13.4 metric tons of CO₂ compared to manufacturing virgin carbon fiber.

Vartega’s patented recycling hardware was designed and engineered with AutoCAD, Inventor, and Fusion 360 technology and provides strong, flexible, low-cost composite materials to key industries, including aerospace and automobile.

[→ Learn more](#)

Image courtesy of Vartega



Heirloom

is investing in low-cost, scalable direct air capture to remove 1 billion metric tons of CO₂ by 2035.

[→ Learn more](#)



BamCore, Build Change, and BuildX Studio

are influencing the design and build industries to achieve net-zero carbon.

[→ Learn more](#)



Image courtesy of Closed Loop Partners/AMP Robotics

Closed Loop Ventures Group

is ushering in the circular economy.

[→ Learn more](#)



Image courtesy of Sangam Ventures

Sangam Ventures

is drawing new investors to community-centered solutions in India.

[→ Learn more](#)



Advance industries

Accelerate collaboration

Overcoming global challenges such as climate change requires new ways of working together and knowledge sharing to develop, promote, and scale breakthrough solutions. We work with experts, trendsetters, and leaders to shape best practices, share our expertise and learn from others, and collaborate to help create systems change. This year we worked with industry-leading customers, as well as with industry organizations like ENCORD and the Lean Construction Institute, to shape best practices on efficiency in the construction process. We also partnered with Climate Action on the Sustainable Innovation Forum during the United Nations Climate Change Conference (COP26), We Mean Business, Race to Zero, Architecture2030, the Bay Area Business Council on Climate Change, Ceres BICEP, and the Digital Climate Alliance to shape public policy on green building at multiple scales.

We are proud to be members of collaborative organizations, including:



Shape policies

Enabling more sustainable construction and manufacturing

The building industry is increasingly focused on making net-zero buildings, reducing embodied carbon, minimizing construction waste, improving operations, and building smarter, more resilient, and more sustainable communities. Manufacturers are developing more sustainable products—like lighter-weight car parts that lead to better fuel efficiency—and reducing waste in manufacturing through rapid prototyping, additive manufacturing, and other processes driven by digital tools. But action by private industry alone isn’t enough. We cannot meaningfully address climate change without significant government action.

In addition to engaging on national and global climate policy, we collaborate with policymakers and other companies to spur more sustainable construction, manufacturing, and water management.

Autodesk supports policies and international efforts to promote measurement and reduction of carbon emissions, energy efficiency, and waste reduction in our industries, as well as broader national and global commitments, including market-based efforts, to tackle climate change.

These include:

- Fostering use of technology to design, construct, and operate sustainable water and transportation infrastructure and buildings that promote resiliency, produce less waste, limit the use of carbon-intensive materials, and improve energy efficiency.
- Developing embodied carbon reporting and reduction policies.
- Supporting training and other programs that promote the use of advanced manufacturing technologies that help design more sustainable products and reduce waste in the manufacturing process.
- Adopting market-based carbon reduction programs.

We cannot meaningfully address climate change without significant government action.

During fiscal year 2022, we called on governments globally to [act boldly](#) at COP26. We also engaged government officials in the United States on ways they could lead on climate change, including taking executive action regarding embodied carbon, taking legislative action to reduce GHG emissions across industries, and making strong commitments internationally.

[→ Learn more](#)

Advancing digital transformation in the manufacturing and architecture, engineering, and construction industries

Autodesk believes better use of technology can help transform design, construction, and operations so that products and the built environment are more innovative, efficient, safe, and sustainable, and better managed throughout their lifecycle. We believe digitalization can help address national and global supply chain challenges. We support public policies that foster greater adoption of digital design and construction tools for transportation and water infrastructure and building projects, including those that support the use of BIM and construction management technologies.

[→ Learn more](#)

[→](#) See our recent [CDP Climate change disclosure](#) for a detailed list of climate-related policy engagements.



Health & Resilience

The social and environmental challenges we face today are evolving and accelerating as the impacts of climate change, water quality and scarcity, and other pressing issues globally continue to increase in severity and intensity. We prioritize the health, well-being, and safety of our employees, who advance our efforts in this area. They create and deliver the practices and technologies that our customers and other innovators can use to design and make products and places that are safer, healthier, and more resilient. We envision a future that is free from preventable illness and injury, where infrastructure and supply chains are designed to withstand natural disasters and other disruptions, and products, buildings, and entire cities are made to foster healthy and resilient communities.



Improve our operations

Resilience and well-being

Employee health and safety

Partner with customers

Architecture, Engineering & Construction

Design & Manufacturing

Media & Entertainment

Advance industries

Catalyze innovation

Accelerate collaboration

Shape policies



Improve our operations

Resilience and well-being

At Autodesk, resilience refers to the ability to adapt, grow, and bounce back from disruption or change. We are committed to building resilience for our organization and supporting the well-being of our employees. By cultivating a workplace where all employees can realize their potential, we offer more than just a place to work. As a company leading change, we’re creating opportunities for people to thrive. With the continued stressors of a global pandemic this past year, a holistic and multifaceted approach to resilience and well-being has been especially critical.

Autodesk is committed to supporting the resilience and well-being of our employees.

Organizational resilience

At Autodesk, building resilience is not just a “me” problem. It’s a “we” problem. Purposeful connections, flexibility on how work gets done, and work-life balance are the pillars of building organizational resilience. The pandemic taught us that resilience is not just about self-care; resilience is a collective responsibility. Our focus on achieving gender pay parity, supporting families and individuals through our benefits program, and building a sense of belonging with company-wide learning, among other programs, enables our people to lead and work authentically and feel valued for who they are and what they do.

Key aspects include:

- Focus Fridays: This company-wide initiative reserves Friday afternoons from noon until the end of the day (local time) as a no-meeting block. This no-meeting time supports and encourages employees to recharge, boost productivity, and experience some relief from meeting fatigue.
- Flex Forward: An extension of Our Flexible Workplace Promise, this program allows us to reimagine how we collaborate, innovate, and shape inclusive team norms. We’ve created a set of tools to support managers and their teams to do their best work and foster a sense of belonging, no matter where work happens. Through these activities, everyone has the opportunity to provide input into how we communicate and prioritize work with a focus on well-being. Our Culture Code serves as our foundation as we adapt to ways of working that are more transparent, flexible, and sustainable for everyone.

Personal resilience

Autodesk’s personal resilience initiative focuses on three main pillars: inner well-being, social connection, and physical health. The initiative provides employees with learning resources they need to adapt, build resilience skills, thrive, and make an impact in their work, supporting our customers in solving critical global challenges. These skills better equip employees individually, and collectively, for future disruptions that may affect both their work and personal lives.

We offer training, tools, and insights to help employees master the three resilience pillars. In addition, our Global Resilience Advocates are a group of passionate employee volunteers who champion learning resources to inspire colleagues and enhance a culture of resilience at Autodesk.

Given the extraordinary and challenging circumstances during the last year due to the COVID-19 pandemic, we provided 10 additional holidays for employees globally. In the United States and some other countries, Autodeskers had an extra week off at the end of the year during what we call our “Week of Rest” for a total of two weeks.

Autodesk builds and supports organizational and personal resilience with a broad range of programs and initiatives.

Community

Employee Resource Groups, which are open to anyone at Autodesk, can help provide a space for peer support (see [Diversity and belonging](#)). Slack channels such as #adsk-mindfulness also connect employees to communities within Autodesk.

Learning

The Autodesk Pause learning community is dedicated to well-being, mindfulness, and empathy. The Autodesk Resilience site offers resources to support employees’ ability to adapt, grow, and bounce back from life’s challenges. Culture Code workshops, such as the Power of Empathy workshop, help employees deepen their practice of empathy and develop an inclusive mindset (see [Company culture](#)).

Benefits

Benefits My Way reimburses employees for eligible expenses that support their physical, emotional, financial, and sustainable wellness (see next page). The Employee Assistance Program provides employees and their families with support when needed (see next page). Bravely gives employees access to a global community of on-demand professionally certified coaches (see [Diversity and belonging](#)). The Sanvello app gives employees and their eligible dependents (13+) access to free well-being and stress management tools.



Benefits My Way

Employees have different needs and lifestyles, so we offer a variety of benefits. Our Benefits My Way wellness reimbursement program provides our employees increased flexibility to support their physical, emotional, and financial wellness. With a broad range of eligible items and activities, employees can receive reimbursements that encourage a healthy lifestyle. Employees in the United States receive up to \$1,000 per year in reimbursements (amount varies by country).

The following categories include a long list of eligible items, such as:

- **Physical** – Gym and sports club membership fees, activity trackers, camping equipment, activity/sports equipment, and fitness trainers
- **Emotional** – Arts and crafts supplies, hobby classes, massages, music instruments and lessons, relationship workshops, sleep assistance equipment and programs, and yoga classes
- **Financial** – Animal adoption fees, childcare services, elder care services for family members, financial advice, planning, and seminars/classes, legal services, and student loan repayment
- **Sustainable (new in 2022)** – Electric vehicles, solar products, recycling, composting, and other items to support a greener lifestyle

Employee Assistance Program (EAP)

Autodesk’s Employee Assistance Program and stress management program provide our employees and their families with counseling services, as well as online access to well-being and self-care resources for additional support when needed. These resources cover a broad range of areas, such as:

- **Life issues** – Stress management, relationships, health and well-being, and work-life balance
- **Financial services** – Budgeting, getting out of debt, credit, collections, saving, and investing
- **Family issues** – Parenting, childcare, pregnancy, infertility, and adoption
- **Work matters** – Career development, coworker relationships, and job stress
- **Legal services** – Estate planning, real estate, landlord-tenant disputes, and IRS concerns

➔ See additional detail about benefits available to employees in the United States, including health and wellness, financial, time away (including parental leave), everyday living, and more.



Improve our operations

Employee health and safety

At Autodesk, we work to maintain a strong health and safety culture. We help our employees work safely and productively through participation in programs that mitigate occupational safety risks in our workplaces. All company sites have emergency response plans, and many also have safety committees and emergency response teams to help keep our employees safe.

In 2021, we launched the [Autodesk Flexible Workplace Program](#), to provide flexibility to our employees while meeting the demands of our business. We support a blend of office-based, home-based, and hybrid work, and we are dedicated to ensuring employee health and safety across these settings.

Hybrid and home-based work have been essential for our people during the COVID-19 pandemic, and Autodesk has worked to minimize its impact and protect the health, safety, and productivity of our employees by offering flexible hours, additional holidays to avoid burnout, reimbursements to improve home workspaces, and resources and support for inner well-being, social connection, and physical health (see [Resilience and well-being](#)). COVID-19 tests are now available for reimbursement through the company.

Another key element of Autodesk’s internal response has been regular communications from CEO Andrew Anagnost and other leaders, as well as ongoing updates on our internal website regarding items such as infection rates, rapidly evolving government policies and regulations, and vaccine tracking.

At Autodesk, we work to maintain a strong health and safety culture.

Already high employee engagement scores have increased over the course of the pandemic, as measured by the company’s regular survey of employee sentiment. We are working toward conducting more in-person events safely during 2022 and revamping our site emergency response teams as we anticipate increased employee interaction.

Ergonomic injuries can be a leading source of risk, in the office setting or at home. To mitigate this, we offer an online ergonomic self-assessment and safety training program that tracks personal ergonomic risks identified by employees and suggests alternative work habits to potentially resolve those issues. If issues persist despite the employee’s best efforts, certified ergonomists are available to provide further evaluations, conduct training, and recommend corrective measures, including work habit changes and, in some cases, workstation modifications. During 2021, in response to the pandemic, we provided increased ergonomic guidance for employees in home-based settings. We introduced buying guides to provide employees with information about available solutions and help them determine what works best for them.

During 2021, the recordable incident rate at Autodesk (including home-based work) equaled 0.00, compared to the NAICS information industry sector rate of 0.8 for 2020 (the most recent year available). Our days away, restrictions, and transfers (DART) rate also equaled 0.00.

➔ See details in the [Data summary](#).





Partner with customers

Architecture, Engineering & Construction

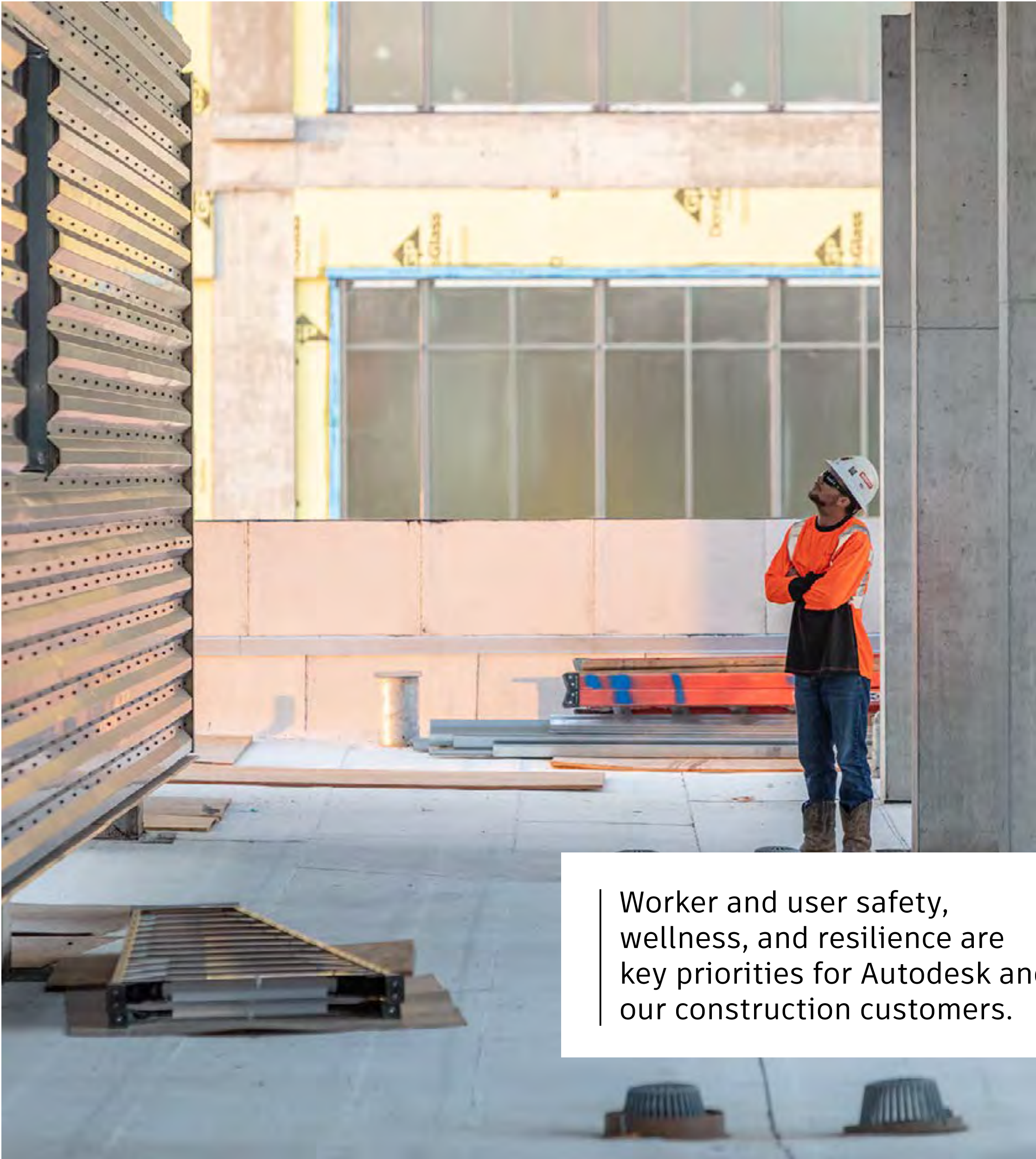
The World Economic Forum’s Global Risks Report 2021 states that the top five risks worldwide (in terms of likelihood) are extreme weather, climate action failure, human environmental damage, infectious diseases, and biodiversity loss.¹ Each of these has profound implications for the health and resilience of communities and individuals.

Resilience planning for the aftermath—and mitigation—of natural and human-caused hazards is a key priority for our customers in the architecture, engineering, and construction sectors. Whether they are improving infrastructure or building new buildings, we help customers safely manage the construction process, as well as model and maintain optimal levels of airflow, natural light, structural strength, and other factors to deliver healthy, resilient, and productive spaces for inhabitants.

Resilience planning for the aftermath—and mitigation—of natural and human-caused hazards is a key priority for our customers in the architecture, engineering, and construction sectors.

Image courtesy of Royal BAM Group





Worker and user safety, wellness, and resilience are key priorities for Autodesk and our construction customers.

Construction resiliency

Worker and user safety, wellness, and resilience are key priorities for Autodesk and our construction customers. The [Construction Resiliency Playbook](#) includes examples, insights, and actionable steps about how to be more resilient in construction, covering issues such as creating stronger technology and data programs and making teams, business models, and processes more resilient. Futureproofing steps the Playbook recommends include:

- Focus on standards, identifying inconsistencies in company practices and finding opportunities to develop standardized procedures.
- Create a culture of innovation by actively promoting out-of-the-box thinking, for example through company-sanctioned events such as a hackathon focused on reducing waste from design and construction processes.
- Embrace industrialized construction by utilizing innovative building techniques such as design for manufacturing and assembly (DfMA) and prefabrication.

Construction IQ, in Autodesk® Build and Autodesk Construction Cloud platform products, applies machine learning to transform data into simple and actionable insights. The daily risk assessment feature uses text recognition algorithms to sort through hundreds of data points to categorize and prioritize the highest risk projects, subcontractors, and issues. When used as an assistant to manage risk in conjunction with current safety processes and real-world experience, Construction IQ helps project teams identify and prioritize risk factors every day.

Returning to the workplace

During the COVID-19 pandemic, health recommendations changed how people moved as they returned to the workplace. The InfraWorks Mobility Simulation tool models people’s movement, bringing data-driven insight to physical distancing needs and more efficiency of movement through transit centers such as airports and rail stations. Indoor air quality and proper ventilation make a significant difference for employee and customer safety. With Autodesk® CFD software, computational fluid dynamics simulation can be used for thermal and flow analysis to identify areas of risk and then explore multiple mitigation strategies for occupant safety—before making any physical changes to the building and HVAC systems. Dynamo and Generative Design in Revit bring informed decision making to design exploration, whether for designing for the safe arrangement of desks, the width or spacing of aisles, or other needs. As more people return to the workplace, these types of design decisions take on new significance. Our offerings can help create more resilient spaces that support teams working anywhere.

[→ Learn more](#)

Transportation infrastructure

Transportation infrastructure is critical to the health of communities. Improving these built environments can improve health outcomes and reduce health disparities among residents; for example, planners can ensure that major roadways aren’t constructed too close to schools and communities more at risk for asthma. Planning processes that include capabilities to predict movement of people—such as Mobility Simulation—can help reduce traffic congestion (and decrease associated GHG emissions and air pollution) and ensure safe and accessible evacuation routes in the event of natural disasters.



Innovyze has a global footprint with about 3,000 customers across five continents, including many of the world’s largest cities.

Water

Water, the world’s most critical resource, is a key focus for Autodesk’s material resource and health and resilience efforts. Globally, 2 billion people still lack access to safely managed drinking water,² and 25% of the global population lives in countries experiencing high water stress.³ Approximately 74% of all natural disasters between 2001 and 2018 were water-related. During the past 20 years, floods and droughts affected more than three billion people worldwide, causing 166,000 deaths and nearly \$700 billion of economic damage,⁴ making it clear that traditional risk-management techniques are insufficient. Building resilience and adaptability into our water systems is urgent—and \$1.9 trillion in water infrastructure investment is needed globally by 2030.⁵

In early 2021, Autodesk acquired Innovyze, a global leader in building industry-leading software for water and wastewater professionals around the world. With over 35 years of purpose-built innovative technology, the product range supports thousands of clients completing projects on drainage design, stormwater, sewer, and flood management, water supply, asset management, and optimization of wastewater treatment plants. Innovyze has a global footprint with about 3,000 customers across five continents, including many of the world’s largest cities.

From modeling and analysis supporting digital planning and design to asset management and analytics to support digital operations, Innovyze expands our capabilities in this critical area and complements other solutions we offer. To address extreme weather, InfoDrainage™ and the Green Stormwater Infrastructure (GSI) tool for InfraWorks can help in multiple ways. Optimizing sustainable drainage design and using techniques such as green roofs, bioretention, permeable pavement, and rain gardens builds resilience by helping to reduce stress on urban drainage and water treatment systems, avoiding flooding and minimizing surface runoff that can contaminate waterways. Green roofs can also help to regulate indoor building temperatures, improving building energy performance. Infiltration reclaims stormwater runoff and allows for groundwater recharge. Our solutions combine intelligent, model-based design processes with analysis, simulation, and design automation, so:

- Civil engineers can draft, model, and analyze infrastructure projects in 3D to meet local performance requirements or sustainability standards.
- Planners can assess existing conditions to determine the best way to implement green infrastructure on a site, neighborhood, or district scale, accelerating stakeholder buy-in and approvals.
- Engineers can deliver more sustainable and resilient project designs on time and on budget, to meet regulatory requirements.
- Project stakeholders can access the most up-to-date project information, helping them to make decisions based on the latest and most accurate data, collaborate more confidently, and more quickly deliver project design documentation that meets required standards.

Technology has greatly increased in compute capability and Autodesk is harnessing this efficiently to unlock and help realize time efficiencies. Autodesk® InfoWorks® ICM software empowers water and wastewater professionals to model complex hydraulic and hydrologic network elements quickly, accurately, and collaboratively. Detailed and accessible models help build stronger community resilience and improve environmental protection against the pressures of population growth and extreme weather events caused by climate change.

- ➔ [Learn](#) how technology is making global water infrastructure more resilient.
- ⊕ See a summary of [Autodesk Architecture, Engineering & Construction](#) solutions that enable sustainable design.



Bristol Water

Bristol Water keeps drinking water safe with the help of InfoWorks WS Pro

Bristol Water has provided clean, fresh drinking water to its customers since 1846. Today, Bristol Water serves over 1 million people within Bristol, England.

As part of Bristol Water’s routine monitoring of the Clevedon Well, a sample collected in January 2018 was reported to contain a single *Cryptosporidium* (Crypto) oocyst, which can cause illness if ingested. Upon hearing this news, Bristol Water notified the operations team immediately and Clevedon Treatment Works was shut down.

Following the incident report, half of Clevedon Treated Water Tank was taken out of service and drained to reduce the treated water volume stored in the system. To help restore water quality as quickly as possible, the engineers used Autodesk® InfoWorks® WS Pro software to calculate how much more rapidly freshwater could move through the network and model solutions to the incident. In parallel, Crypto samples were taken. With the network purged and all samples returning negative results for Crypto, the Boil Water Notice was lifted after consultation and advice from Public Health England. Bristol Water received a 70% customer satisfaction score for its management of the incident.

[Learn more](#)



Image courtesy of Ipiranga Museum

Ipiranga Museum

Preserving Brazil’s Ipiranga Museum with a full-scale digital 3D model will have lasting cultural impacts for generations to come.

[Learn more](#)

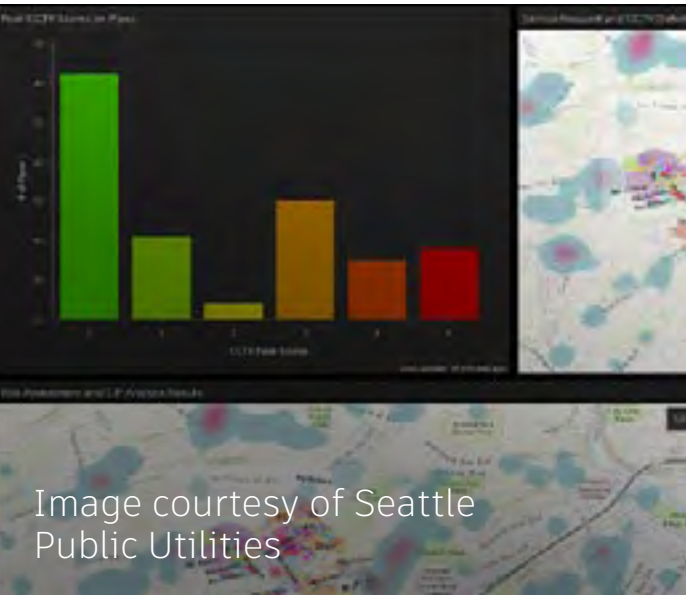


Image courtesy of Seattle Public Utilities

Seattle Public Utilities

Innovative asset management technology helps Seattle Public Utilities plan ahead.

[Learn more](#)



Image courtesy of Dekalb County

Dekalb County

Dekalb County efficiently and accurately models rain-derived inflow and infiltration.

[Learn more](#)



Image courtesy of MultiGreen

MultiGreen

MultiGreen is on a mission to build attainable, sustainable, tech-enabled homes across the United States for people historically priced out of the homeowner’s market.

[Learn more](#)



Partner with customers

Design & Manufacturing

To address rapid shifts in customer demand as well as supply chain disruptions due to the pandemic, climate change, and other factors, product designers and manufacturers are increasingly designing resilience into their processes. More rapid design processes that support remote collaboration, as well as configurable factories and supply chains, are becoming the new normal and are enabled through digitalization.

Shutdowns and slowdowns at factories, ports, and shipping yards combined with massive shifts in demand have caused disruption to supply chains and abrupt price increases globally, and companies are finding they must adapt their strategies to reduce risk and ensure production continuity. Autodesk® Fusion 360® Manage software is helping companies manage and collaborate with new and existing suppliers by centralizing information, automating supplier reviews, and streamlining a secure procurement process.

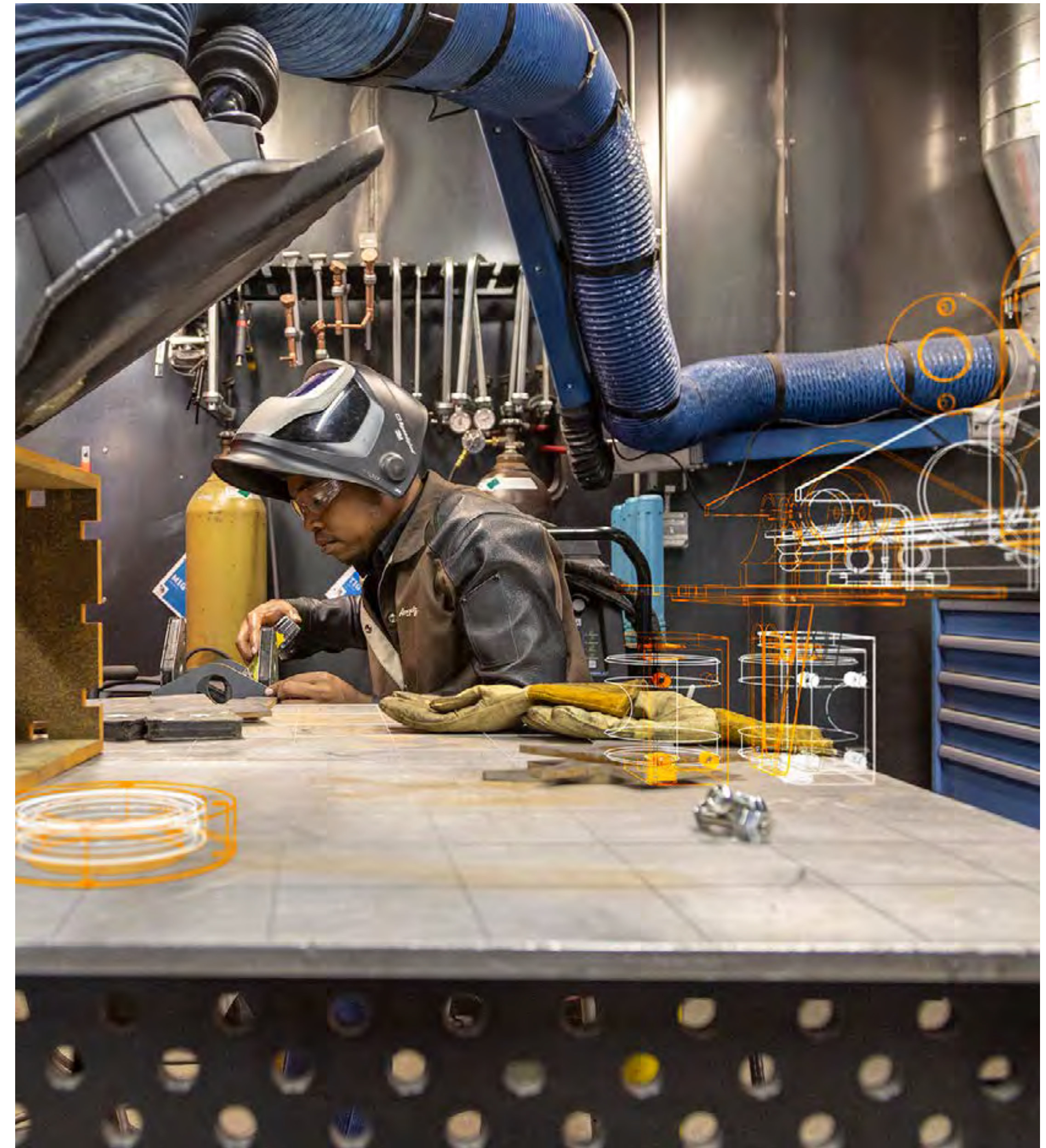
Working from home and hybrid work models require new approaches that replicate the type of in-person collaboration engineering teams are accustomed to. Autodesk collaboration software helps teams securely access data, conduct design reviews, and stay productive wherever they are. Cloud-hosted Fusion 360® Team software is enabling team members to access and share data by centralizing all design changes, comments, and markups made from various teams, so everyone can easily see how the project is progressing.

Combining the industry's history of adaptability with advanced collaboration technology is helping product designers and manufacturers remain resilient in the face of new challenges.

Around the world, companies are reopening for business under a dramatic change of conditions. Physical distancing measures have created a need for reconfigured production lines that ensure employee safety. Factories require increased flexibility to quickly shift to respond to evolving product demands. Digital factory tools like Autodesk® Factory Design Utilities help teams redesign layouts, incorporate new safety elements, evaluate the impact on productivity, and plan an efficient implementation.

Combining the industry's history of adaptability with advanced collaboration technology is helping product designers and manufacturers remain resilient in the face of new challenges.

 See a summary of [Autodesk Design & Manufacturing solutions](#) that enable sustainable design.





KUHMUTE

KUHMUTE designs charging stations built for electric last-mile vehicles of all makes

Often referred to as last-mile vehicles, electric skateboards, scooters, and bikes help commuters get from A to B. They are low effort to use, and commuters often combine them with some form of public transportation. However, many cities have banned these vehicles because they clutter the already packed streets and sidewalks. Additionally, electric vehicles can be a pain for frequent commuters due to the charging process.

KUHMUTE, a Michigan-based transportation company, is focused on tidying up city streets without compromising the convenience of last-mile vehicles. They are creating organized charging hubs for these vehicles—regardless of make. The team embraced additive manufacturing as a way to iterate on their product rapidly, and used 3D printed parts for the final product as well. Fusion 360 software helped them tie their processes together, including electronics, 3D modeling, animations, and imagery. The rendering space even enables the team to create imagery and animations explaining the product for investors and marketing purposes.

[Learn more](#)



Image courtesy of Kuhmute



Image courtesy of Beamlink

Beamlink

Beamlink aims to improve global Internet access and significantly decrease network downtime following natural disasters.

[Learn more](#)



Image courtesy of Challenergy

Challenergy

Challenergy has developed a bladeless, typhoon-proof wind turbine, which furthers the company's mission to realize a hydrogen power-based society.

[Learn more](#)



Image courtesy of tech4med

NelumBox

Tec4med has developed NelumBox, a 3D printed temperature control solution that eliminates the need for disposable styrofoam boxes.

[Learn more](#)



Partner with customers

Media & Entertainment

By unlocking the capabilities of powerful content creation and production management tools, and bringing them to the cloud, we are paving the path for a more efficient, resilient, and scalable entertainment production future.

Digital tools in the Autodesk cloud build resilience into the media and entertainment industry by enabling remote collaboration and simplifying customer workflows. Media and entertainment companies are becoming more flexible than ever, with a growing global remote workforce, cloud-based business models that embrace agility and cost-efficiency, and innovative tools that foster creativity and enable secure and safe information exchange inside and across studios. We support open source standards, which provide an important foundation for these efforts.

Medical illustration and visualization

3ds Max and Maya software are used in the medical field to create accurate and realistic visualizations of complex physiological processes and medical procedures through both high-quality video and VR experiences. This content can be used to train doctors, nurses, and other healthcare professionals to support high-quality healthcare delivery. It can also educate patients about the intricacies of the human body and the possible benefits of medical interventions.

The medical illustration team at the Centers for Disease Control (CDC) routinely collaborates with researchers and scientists to develop compelling 3D imagery, animated videos, and motion graphics that convey health risks such as parasites, bacteria, viruses, and more. The team leans on a range of 3D content creation applications, including Autodesk 3ds Max tools for modeling, animation, and VFX and Arnold technology for rendering. In designing the iconic COVID-19 coronavirus image, they used 3ds Max software to make a precise, high-contrast image with strong details and textures to best help the public visualize and understand the invisible threat.

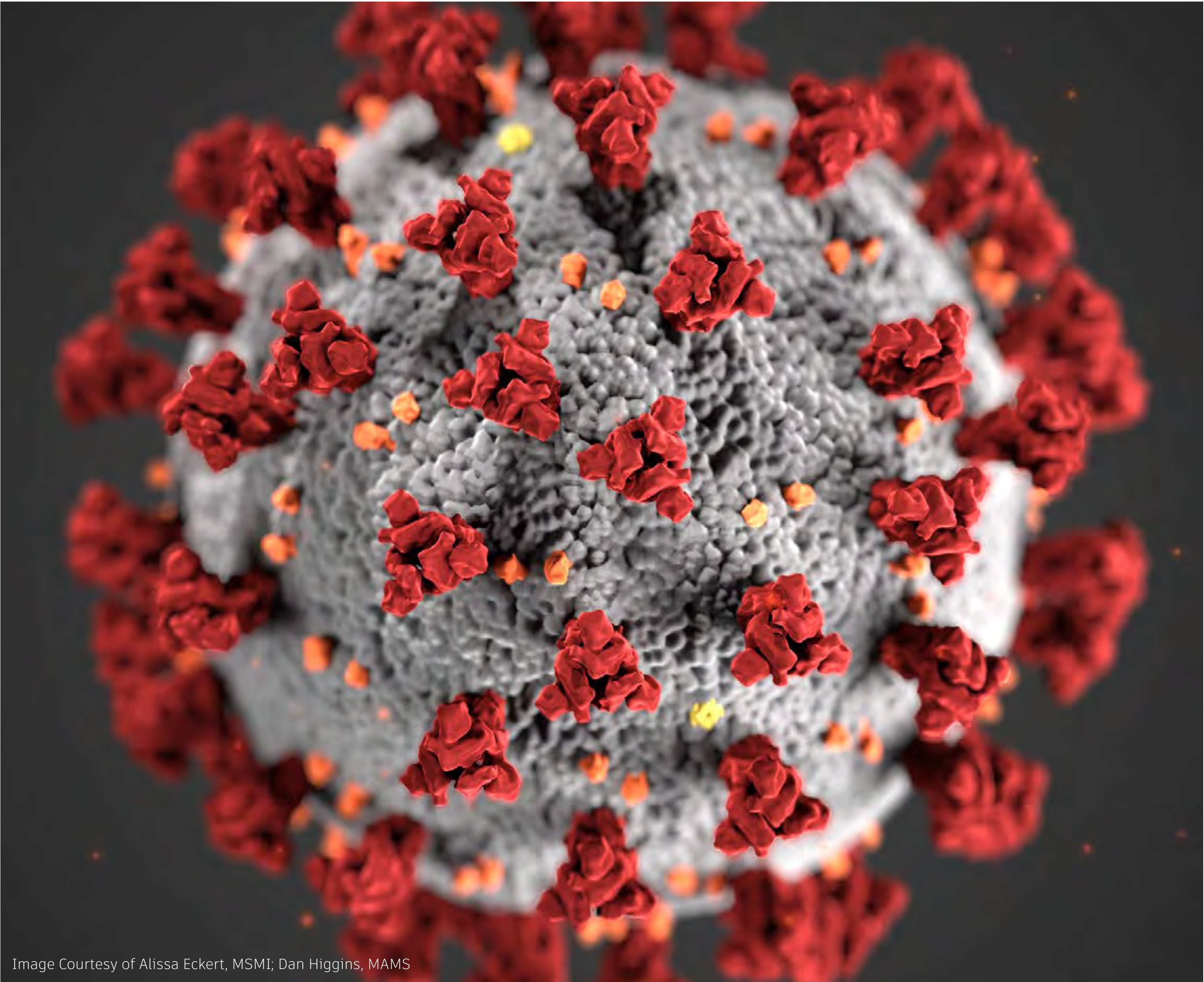


Image Courtesy of Alissa Eckert, MSMI; Dan Higgins, MAMS



Advance industries

Catalyze innovation

The Autodesk Foundation invests in nonprofits and startups scaling technology-based solutions that improve resilience in low resource communities most vulnerable to climate change.

We focus our investments on the built environment, agriculture, energy access, and water and sanitation, where technology and design and make can have the greatest positive impact.

From retrofitting homes in Colombia to better withstand earthquakes to mass manufacturing design-forward handwashing and drinking stations for children in Ethiopia, the Autodesk Foundation portfolio fosters health and enhances community resilience through technological innovation.

Who we fund

25
nonprofits and startups fostering health and community resilience through technological innovation

39%
of Autodesk Foundation portfolio funding in fiscal year 2022



Geographic reach

We focus on regions most vulnerable to climate change, including Sub-Saharan Africa, the Indian subcontinent, Southeast Asia, and South America.

We invest in organizations increasing the health and resiliency of communities impacted by climate change.

Impact measurement and management

We evaluate the impact of the Autodesk Foundation Health & Resilience portfolio based on outcomes related to environmental protection, community health and well-being, and economic advancement as a measure of increased resilience.

[→ Learn more](#) about the Autodesk Foundation’s impact measurement and management.

Portfolio impact

Metrics	FY22
Individuals directly impacted (cumulative)	16,900,000
Product units sold/distributed*	543,000
Building units and infrastructure projects completed	16,000
GHG emissions reduced (metric tons CO ₂ e)	1,200,000
People with improved access to health care and food security	1,700,000
People who accessed training	76,200
People placed in new or improved jobs	1,400

* Product units sold/distributed refers to the number of innovations such as greenhouses, irrigation pumps, sensors, etc., deployed by the portfolio in the field.

[→ Read](#) the Autodesk Foundation’s Resilient Communities impact brief.



Build Change

Earthquake-prone city in the clouds needs the cloud to protect homes and families

Densely populated Bogotá, Colombia, is located along the Pacific Ring of Fire, the most seismically active region in the world. It is also home to many informal urban neighborhoods, where houses are often built by those who lack the proper skills or training to ensure structural safety.

Build Change is working to protect these vulnerable houses. The nonprofit organization—which works in emerging nations to reduce deaths, injuries, and economic losses caused by earthquake-related structural collapses—is using innovative technology to identify retrofitting opportunities in this city of 7 million. In collaboration with the Autodesk Foundation, Build Change has developed a cloud-based field-capture tool that can evaluate homes and zero in on structural weaknesses. With this tool, the organization can scale its work rapidly, with the goal of more than 11,000 interventions in 2022.

[Learn more](#)



Image courtesy of Build Change



Image courtesy of Nexleaf Analytics

Nexleaf Analytics, WeRobotics, and Simprints

are using technology and design thinking to bridge vaccine access in emerging markets.

[Learn more](#)



Image courtesy of Kheyti

Kheyti

is revolutionizing business for small farmers in India with Fusion 360.

[Learn more](#)



Image courtesy of Build Change

Build Change

is scaling safe housing with Autodesk technology.

[Learn more](#)



Image courtesy of Sanergy

Sanergy

Sanergy's Matthieu Desvignes is recognized as a leader in the AEC industry with Digital Builder's 40 Under 40.

[Learn more](#)



Image courtesy of The Mortenson Center

The Mortenson Center in Global Engineering

is enhancing access to fresh drinking water in remote communities using Fusion 360.

[Learn more](#)



Advance industries

Accelerate collaboration

Challenges such as refugee crises brought on by war, dislocation following natural disasters, and poor water quality and availability undermine health and resilience worldwide. These multifaceted issues require broad collective action to address, and we collaborate with innovative partners from the private and public sectors to scale our impact. During 2021, we also worked with industry organizations such as World Geospatial Industry Council and ACEC to shape practices and standards that will bring more resilience to global infrastructure and the built environment.

We are proud to be members of collaborative organizations, including:



Shape policies

Investing for climate change–resilient buildings and infrastructure

Current infrastructure is aging, and demands are rising for new investments in the built environment to sustainably support a growing global population while reducing greenhouse gas emissions. Communities are increasingly at risk of extreme weather events resulting from climate change, as well as sea-level rise, flooding, and water scarcity. Autodesk supports policies that promote investment in the design and construction of sustainable infrastructure and buildings that improve preparedness for and mitigate climate-related impacts and create more livable, resilient communities, including by using digital technologies to achieve these goals.

During fiscal year 2022, we supported the Infrastructure Investment and Jobs Act, legislation that made historic investments in water and transportation infrastructure with a focus on GHG emissions reduction, climate change mitigation, resilience, equity, and safety.

[→ Learn more](#)

Improving water management, resiliency, and cleanliness

Autodesk believes that everyone deserves reliable access to clean water. Yet the water sector faces many challenges to better manage water infrastructure and supply with limited budgets, including mitigating the increased impacts of climate change, such as flooding and drought, and addressing water contamination. Twenty-five percent of the global population lives in countries with extremely high water stress—including the United States.⁶ In addition, 1.6 billion people face the risk of increased flooding by 2050 due to climate change.⁷

As existing water infrastructure ages, and water management challenges grow, digital smart water tools offer an opportunity for governments and policymakers to help unlock more efficient, safer, and more sustainable water systems. We advocate for robust public investment in water, paired with policies that promote technology and innovation in water infrastructure delivery to improve outcomes and solve critical issues. This can enhance data management and predictive maintenance, advance digital green infrastructure design, and improve water quality and environmental stewardship. We work with innovative partners from the private and public sectors to improve access to clean water for all.



Work & Prosperity

The rate of change in our global economy is accelerating, and the workforce of tomorrow won't look the same as today. Autodesk is at the forefront of this transformation, and we believe that automation technology, including artificial intelligence and machine learning, is needed to help meet the demands of a growing and urbanizing global population. We recognize that technological change drives disruption, and Autodesk is committed to helping workers adapt and thrive. We believe employees prosper by adopting a mindset of continuous learning, acquiring the most in-demand skills, and securing the most fulfilling roles. We also believe employers and industries succeed when they recruit, retain, and promote a diverse and inclusive workforce. We're putting people at the center of the future of work transformation by investing in our employees, customers, and communities.



Improve our operations

- Company culture
- Flexible workplace
- Learning and organization development
- Employee impact at work
- Diversity and belonging

Partner with customers

- Education
- Industry trends
- Architecture, Engineering & Construction
- Design & Manufacturing
- Media & Entertainment

Advance industries

- Catalyze innovation
- Accelerate collaboration
- Shape policies



Improve our operations

Company culture

At Autodesk, we take great pride in our culture. Our success comes from unlocking the passion, talents, and expertise of all Autodeskers, who in turn help our customers achieve the new possible.

We believe our strong company culture, including our diversity and belonging programs, continues to contribute to a lower turnover rate as compared to our Worldwide Software Products & Services industry peers. Overall turnover for Autodesk in fiscal year 2022 was 14.0%, including both voluntary and involuntary exits, compared to an industry benchmark of 19.5% during an overlapping time period (June 1, 2020 to June 1, 2021). This placed us around the 25th percentile. Our voluntary turnover rate in fiscal year 2022 was 11.1%, compared with the 50th percentile of 13.7%.¹

Recognition for our culture

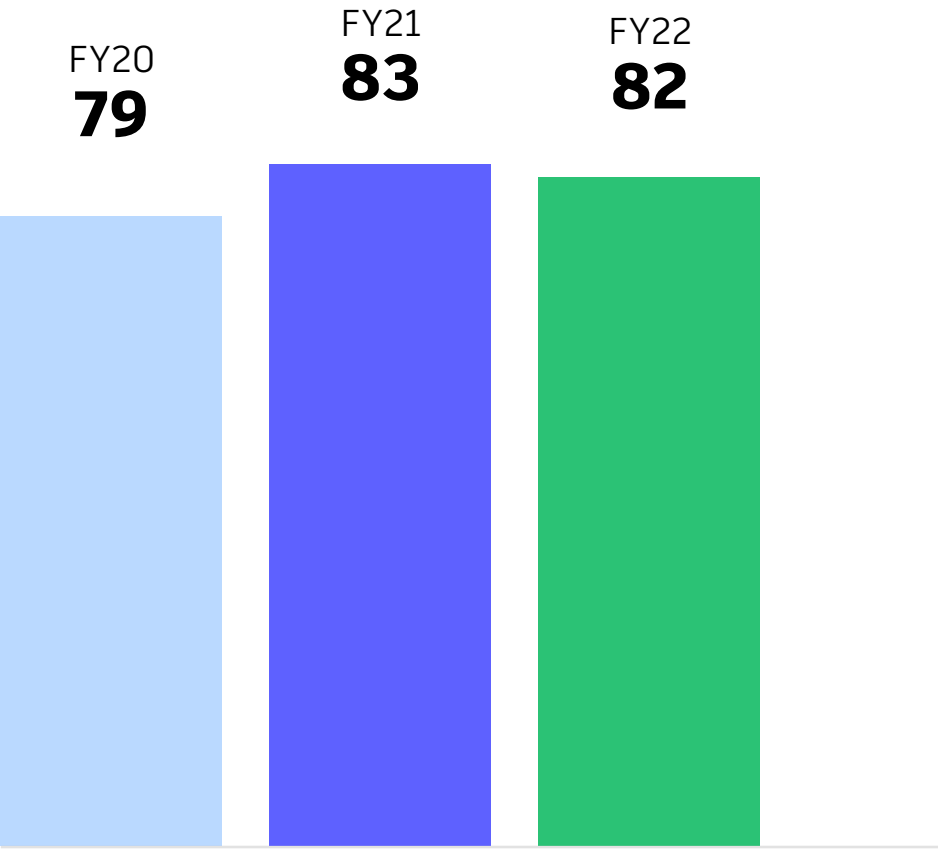
Newsweek “Most Loved Workplace” list (2021)

[→ Learn more](#)

Glassdoor “Best Places to Work” list #21 (2022)

[→ Learn more](#)

Employee engagement*



* Represents the average employee engagement score over three pulses during a given fiscal year. The engagement score is on a scale of 1–100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis. Fiscal year 2022 corresponds to calendar year 2021, and so forth.

Our culture code— putting our values to work

The Autodesk Culture Code expresses our Values and the Ways We Work that make us a Customer Company. It puts our culture into meaningful, actionable terms and is embedded into performance evaluations, recognition programs, and company-wide learning. By harnessing the power of our culture, we deliver a world-class employee experience, partnering with and enabling our people to thrive and realize their potential.

Empowered employees help our customers achieve better outcomes for their products, their businesses, and the world.

[→ Behind Scenes of Autodesk’s Culture Code](#)

Our values

Our Values define how we at Autodesk work, both as individuals and as a company, and express the essence of who we are. They bring clarity to what we believe and what we expect of those who work with us. Our Values are organized around how we think, how we feel, and what we do. They guide and inspire our choices, mindsets, and actions.

- **Think** – Smart, innovative, adaptable
- **Feel** – Inclusive, impactful, humble
- **Do** – Courageous, accountable, pragmatic

Ways we work

The Ways We Work describe the principles that guide our decision making and underlay our policies and procedures. They help us understand how we operate as team members, as departments, and as a company. The Ways We Work help build a rich understanding of what we expect of ourselves and our colleagues.

- We act as **one Autodesk** to get the best results for our customers, our business, and our employees.
- We **empower decision makers**.
- We actively foster an environment where people can bring their **authentic selves** to work.
- We hold ourselves to the highest ethical standards by embodying **integrity**.



Living our culture

Our culture is a journey we take together every day. Autodesk employees engage with our culture, question it, and, most importantly, contribute to it through company-wide activities—specifically, our culture workshops and sprints. Our Culture Sprints are all-employee learning experiences. Through conversations, workshops, and reflective exercises, teams identify actions they can take to bring our culture to life in sustained and meaningful ways. Each sprint gives us the opportunity to examine our current actions, identify roadblocks, and apply practical solutions. By the end of each sprint, participants form new habits and processes, both individually and organizationally, to make our culture real at Autodesk.

Through these and other efforts, we will continue to live our Culture Code in an intentional and collective way, as shown in the report sections that follow.

Data ethics and our Culture Code

To continue building an ethical data culture at Autodesk, during 2021 we expanded our definition of “integrity” in the Culture Code. We ensure ethical treatment of data through governance and tools; however, having a culture that constantly supports employee awareness of these issues is the only way data integrity will pervade Autodesk company-wide. The changes to Integrity in the Ways We Work were guided by our established Data Ethics Principles, the standard for integrating trust, responsibility, and accountability into our data usage. We must not only foster awareness of where bias lands in our design of data sets—we must also anticipate unintended consequences of data use and correct them when we can.

Ultimately, our goal is to drive authentic customer trust through deeply rooted cultural values around data ethics that are supported by governance and platform programs.

Autodesk Construction Solutions culture journey

Within Autodesk Construction Solutions, the Business Development – North America team embarked on a year-long, teamwide skills development program in 2021 based on our Culture Code to foster psychological safety, inclusive team dynamics, the power of empathy, and inclusive and courageous conversations. The journey is led by our Culture, Diversity & Belonging team and bolstered by a group of “Culture Champions” who lead change, facilitate conversations, help participants sustain habits over time, and report on metrics and impact.

Fostering a culture of belonging

At Autodesk, we define belonging as being welcomed and celebrated for who you are and what you do. We strive to create an environment where everyone, everywhere, is excited to come to work, feels a sense of belonging, and can fully contribute their talents in the workplace. See [Diversity and belonging](#).

As we entered the second year of the global pandemic, the conditions of hybrid work made us reflect on what creates connection and belonging. Continued racial injustice (in particular, anti-Black and anti-Asian violence) brought to the forefront that each of us has a part to play in supporting one another.

To strengthen our skills in empathy, psychological safety, and inclusive norms, we launched the Belonging Sprint in March 2021. Kicked off by a fireside chat with Herminia Ibarra, author of *Act Like a Leader, Think Like a Leader* and professor of organizational behavior at London Business School, the Belonging Sprint included:

- Inclusive Leadership coaching circles for our senior leaders and all people managers, led by an expert facilitator and focused on courageous conversations, leading with empathy, and fostering mutual accountability in teams
- Individual learning pathways on bias disruption, empathy and compassion, growth mindset, and cultural awareness
- Manager-led conversations about identifying and practicing inclusive team norms

Belonging means different things to different people and cultures. We support the localization of our Culture Sprint activities and materials. For example, the Culture Code workshops were translated into Japanese, and our Tokyo site hosted its own Belonging Sprint events on topics such as Foundations of Belonging and the Power of Empathy.

The Belonging Sprint equips us with tools to boost well-being and keep us connected in this era of hybrid work. See [Flexible workplace](#).





Improve our operations

Flexible workplace

The world has changed, accelerating the era of hybrid work. To accommodate the changing needs of our workforce and anticipate what the workplace of the future will look like, we embarked on a multi-phase plan that involved re-imagining our physical spaces and team culture.

In 2021, we introduced the Autodesk Flexible Workplace Program. It reflects our belief that flexibility in where and how work gets done will better enable our people to thrive and realize their potential. This in turn will help our customers achieve better outcomes for their products, their businesses, and the world. We designed our approach to meet the needs of our dynamic and growing business while providing flexibility where possible for employees in support of their individual office and remote work preferences.

Our Flexible Workplace Promise, which applies to all Autodesk employees, underpins our efforts in this area and helps us to reimagine how we collaborate, innovate, and shape inclusive team norms. We invited our employees to *flex forward* together.

16%

of Autodesk employees worked remotely pre-pandemic

94%

of our surveyed employees now prefer hybrid work

The Flexible Workplace promise

We will embrace our culture

Our Culture Code will continue to be our beacon that guides how we will work together as we explore new ways of working.

We will prioritize the safety and well-being of our people

The safety and well-being of our people will inform our office reopening process and in-office safety guidelines.

We will offer flexibility in how and where work gets done

We will design for flexibility in how and where work gets done while balancing the needs of our dynamic and growing business.

We will enable in-person and digital collaboration and connection

We will design offices that inspire creativity and innovation, bridging the digital and physical world with investment in space and technology to enable collaboration and solidify connection.

We will foster an inclusive distributed work experience

We will promote the creation of thoughtful team norms between managers and team members so every Autodesk employee can do their best and belong, no matter where work happens.

Flex Forward

We provide tools and other resources to support teams to do their best work and foster a sense of belonging in the era of hybrid work. Everyone has the opportunity to provide input into how we communicate, collaborate, and prioritize work with a focus on well-being. Our Culture Code serves as our foundation as we continually adapt to ways of working that are more transparent, flexible, and sustainable for everyone.

During 2021, we released a series of workshops to help managers and their teams talk about the challenges, new habits, and opportunities of hybrid work:

- Hybrid Work Reflection: Deepen empathy and mutual understanding of how your team works
- Meet with Focus: Reduce overall meeting time and move work into asynchronous forums
- Work Out Loud: Create team norms to increase transparency and normalize progress over perfection
- Prioritize for Balance: Get clear on work priorities to reduce burnout and let go of nonurgent work

We will continue to provide additional workshops throughout 2022.

To prevent employee burnout and isolation, we remain focused on key initiatives related to [belonging](#), collaboration, and [well-being](#).

[→ How Autodesk Uses Culture to Deploy Flexible Work](#)



Improve our operations

Learning and organization development

To empower innovators to solve important design and make, business, environmental, and societal challenges, we must support our employees to thrive so that they can create the best products and experiences for our customers. Great employee experiences translate into great customer experiences.

Like our customers, our employees need to adapt their skills to the changing work environment. Putting skills at the center ensures we are focused on equitable employee experiences, as skills are objective, quantifiable, and transferable. Through our Work & Prosperity initiative, activated via our Culture framework, we are reimagining learning and organization development at Autodesk with a focus on skills that are key to the future of work. Responding to the unprecedented number of professionals changing jobs, and our own employee surveys, career development is a key focus at Autodesk. We initiated a project in 2021 to refresh job family descriptions and define critical skill profiles. This project helps Autodesk identify and articulate the skills that drive success in each role at each level, in turn enabling career path development for employees and a line of sight to the organization’s future skills demand. This transformation moves us away from high-level, static job family descriptions to a data-driven, dynamic framework that can be tailored to actionable, skills-based development and career paths.

Autodesk continues to prioritize its people managers as a critical lever for organizational success. The Managing@Autodesk program served as the primary vehicle to keep all global people managers up to date with the latest information and aligned with key actions, and provided a venue to share fresh ideas, resources, and tools. In 2021, we launched a series of workshops to help managers and their teams talk about the challenges, new habits, and opportunities of hybrid work (see [Flex Forward](#)). In addition, people managers enrolled more than 3,700 times in our 16 Managing@Autodesk pathways and completed a total of over 7,800 articles, videos, and podcasts. Autodesk also conducted more than 400 manager education events. To help employees upskill on the job and navigate their development, the MyLearning platform connects users to the world’s largest collection of professional learning content from both inside and outside Autodesk—over 250,000 digital courses and more than three million articles and videos from 1,300 sources. The pandemic presented an opportunity for us to democratize learning by moving to a digital learning environment. Our global portfolio of training curriculum shifted to 100% virtual learning and proved to be so successful that this transformation will continue into the future. Almost 12,000 employees completed approximately 350,000 learning modules during fiscal year 2022, and nearly every Autodesk employee participated in training related to our new brand. The need to develop and roll out learning programs much more quickly than in past years was supported by Autodesk’s growing community of learning champions. These employees, from across

Autodesk outside of the Learning and Development group, are passionate about curating learning experiences for others. This community reached 76 members and published nearly 1,000 new learning pathways.

Our community of learning champions reached 76 members and published nearly 1,000 new learning pathways.

With equitable development in mind, we sponsored external leadership programming for our underrepresented populations. Through our partnership with McKinsey & Company, we sponsored a year-long professional development program for Black employees, including skill-building, cohort-based learning, and virtual networking and webinar events. During the year, we also enhanced our internal development program for next-generation leaders. We expanded our Emerging Leaders Program to 120 Autodesk employees representing nearly all business units and geographies, including the first-ever cohort to develop women in tech and sales roles. We supported the personal and professional development of more than 280 people managers and individual contributors through 1:1 professional development coaching. Participants benefitted from over 2,900 coaching sessions, and nearly 80% rated their experience as “life-changing” or “amazing.” We also expanded access to professional, on-demand coaching support to over 12,000 Autodesk employees worldwide as a zero-cost employee benefit.

As we continue to navigate the shifting landscape of work with a focus on the future, learning and organization development is a key catalyst to build resilience and drive transformation. We are committed to continuing to prioritize learning and capability building to drive lasting behavior and mindset shifts. Through intentional design and delivery of learning experiences that scale and broaden access, we help our employees thrive and realize their potential.

250,000

MyLearning connects users to the world’s largest collection of professional learning content with over 250,000 courses and more than 3 million articles and videos from 1,300 sources.

12,000

Almost 12,000 employees completed approximately

350,000

learning modules during fiscal year 2022.



Improve our operations

Employee impact at work

Our employees—and our culture of impact—bring Autodesk’s vision of a better world to life. Whether building sustainability capabilities into our tools, supporting our customers to achieve their sustainability goals, or volunteering time and valuable skills to nonprofit partners and local communities, our employees play a pivotal role in driving progress toward [our impact strategy](#).

We encourage all our employees to get involved in impact-led professional development opportunities. We believe that the more our employees engage in making a positive impact at Autodesk, the more we—together—can help our customers drive positive outcomes at scale.

FY22 highlights

46%	of employees logged a donation and/or volunteer time
nearly 3,300	organizations globally supported through employee giving and volunteerism
23,100	employee volunteer hours, including 5,400 Pro Bono Consulting volunteer hours
\$1.3 million	worth of employee volunteer hours*
\$2.9 million	in employee giving

* Value of volunteer hours aligns with annual valuation from Independent Sector (\$28.54 per hour was indexed in 2021). Value of employee Pro Bono Consulting volunteer hours (also included in this total) is based on hourly rates for various skills cited by [CECP](#).



Our employees—and our culture of impact—bring Autodesk’s vision of a better world to life.

Image courtesy of Collin Hughes



Employee volunteering

From the first day on the job, Autodesk full-time employees are given 48 paid hours a year to volunteer for causes most important to them (part-time employees receive 24 paid hours a year). During our annual Global Month of Impact in September, when employees unite for a common cause, more than 2,000 Autodesk employees gathered in 12 virtual volunteering events to support Autodesk Foundation’s efforts

in alignment with our impact opportunity areas. By partnering with two global nonprofit organizations from [Autodesk’s Technology Impact Program](#) for this year’s campaign, every employee had an opportunity to experience how we can support customers with technology to accelerate positive impact.

[→ Learn more](#)

Pro Bono Consulting

Employees also contributed Pro Bono Consulting volunteer hours during the year. We invite Autodesk employees to volunteer and apply their expertise—ranging from engineering and design to marketing and communications—in support of nonprofits and social enterprise startups addressing pressing social and environmental challenges in alignment with our impact opportunity areas.

This can involve 1:1 Pro Bono Consulting (online hour-long volunteer consulting engagements), Pro Bono Team Projects (teams of three to five employees volunteering their skills for one to three hours a week over 12 weeks), and Pro Bono Immersion (teams of five to ten employees volunteering their professional skills onsite for two weeks with an [Autodesk Foundation portfolio customer](#)).



Engineers Without Borders USA (EWB-USA)

By researching local nonprofits and making lists of organizations by region that work in the food insecurity and water and sanitation arena, Autodesk volunteers provided EWB teams with information to help them identify critical infrastructure needs in local communities.

[→ Learn more](#)



Autodesk legal pro bono program

Autodesk’s legal department customized a pro bono program to support nonprofits focused on issues supporting transgender individuals, asylum seekers, and the houseless community.

[→ Learn more](#)



The Nature Conservancy (TNC)

Autodesk volunteers identified, sourced, tagged, and catalogued online resources to support the work of science and conservation leaders worldwide. More than 1,200 volunteers catalogued over 2,000 data points and metadata for TNC that will accelerate the organization’s development of an AI-powered search tool.

[→ Learn more](#)



Image courtesy of BamCore

BamCore

Autodesk Pro Bono Consultant volunteers helped streamline BamCore’s workflow and design process by building a platform that allowed for open exchange of designs and ideas among all stakeholders, which ultimately led to increased production capacity, simplified job site installation, and reduced production costs.

[→ Learn more](#)



Barcelona office Giving Back Committee

For the past two years at Autodesk’s Barcelona office, the Giving Back Committee has kept up a steady drumbeat of employee volunteering, including Pro Bono Consulting opportunities, for nearly 600 Autodeskers in Barcelona.

[→ Learn more](#)



Image courtesy of Bridges to Prosperity

Bridges to Prosperity

Autodesk Pro Bono Consultant volunteers helped Bridges to Prosperity bring its site visit program online during the COVID-19 pandemic, creating new avenues to engage partners in connecting rural communities with trail bridges.

[→ Learn more](#)



Employee giving

In a year when many organizations and individuals needed extra support, Autodesk employees responded by donating record amounts to nonprofits around the world. Employees receive 1:1 matching funds from the Autodesk Foundation, doubling the impact of their charitable giving to communities and causes they care about most. During 2021, the yearly matching cap was increased from \$3,000 to \$5,000, and specific crisis response causes received a 2:1 match, such as assistance after Tropical Storm Grace in Haiti and COVID-19 relief in India.

Supporting our technical community to drive positive impact

As a technology company, our technical employees play a pivotal role in driving impact. We offer incentives to engage their critical and emerging skills, and we encourage innovative thinking that motivates and effects positive change in the world:

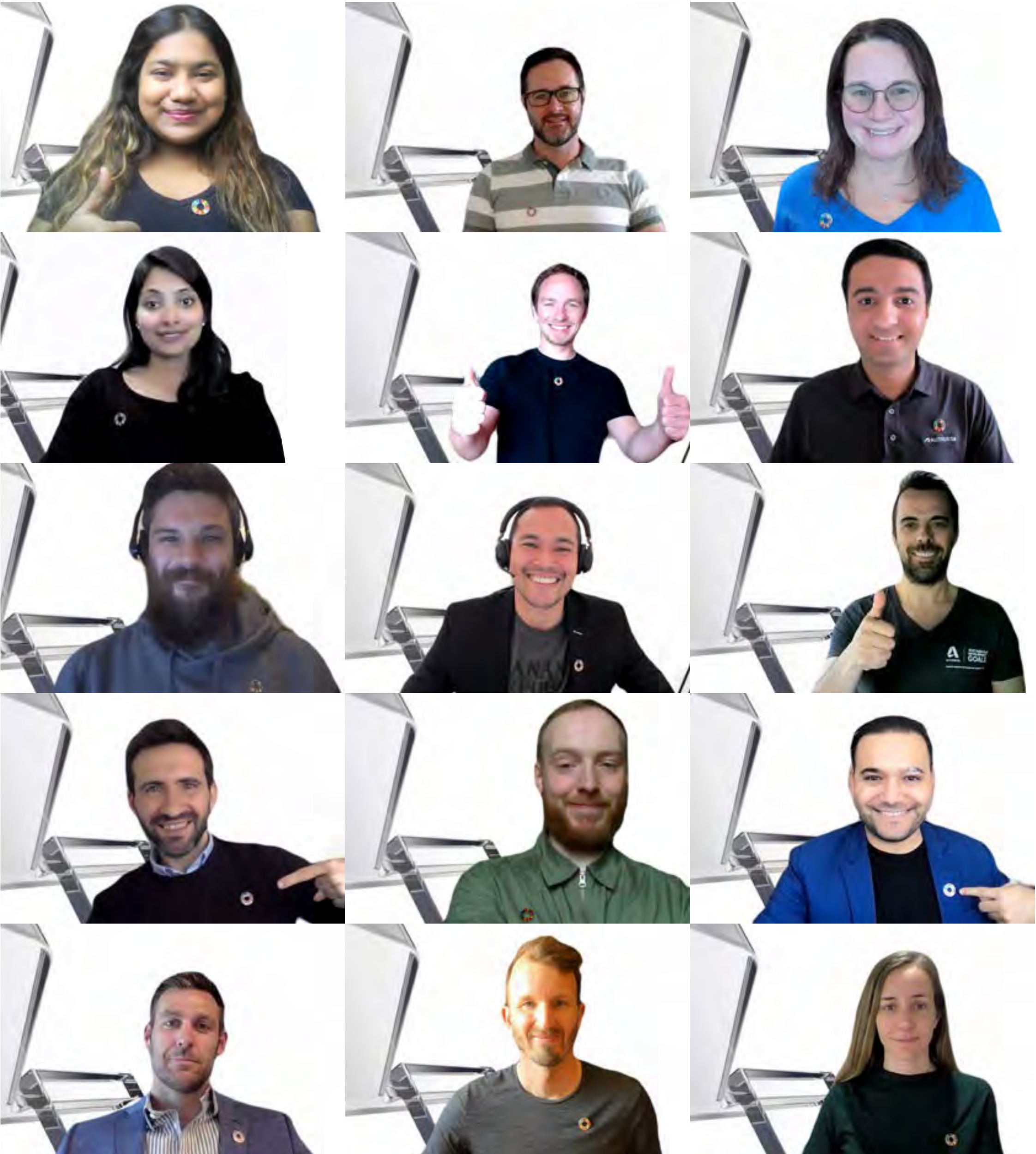
- As part of our annual technical summit, we give a Better World Builder Award—selected from nominees across the company—for outsized contribution toward helping our customers design and make a better world using Autodesk technology.
- The Employee patent program incentivizes creative thinking and sustainable innovation; employees who have new patents granted are given bonuses of up to \$2,000.
- Autodesk's Impact Team rewards employees across the company who make exceptional contributions related to climate change. These individuals are awarded “Autobucks” and “Applause Points,” spot cash, or other non-monetary awards and recognition on the company intranet.

Enabling Autodesk sales employees to advance sustainable outcomes

The Autodesk Making the Future sales incentive program rewards Autodesk sales teams for partnering with customers to achieve outcomes aligned with the United Nations Sustainable Development Goals. Winners in fiscal year 2022 spanned account sizes and industries, and included Cemex, Compesa, Iberdrola, and Setty & Associates.

Our Sustainability G.O.A.L. Program equips our customer-facing employees with information, resources, and skills to support customers on their sustainability journeys and create positive impact with the Autodesk technology platform. During 2021, the program grew to more than 300 employees and executives from across the company, representing sales and customer success as well as marketing, brand, business development, and other groups from all regions globally.

[Learn more](#) about our employees' connection to giving and community.





Improve our operations

Diversity and belonging

At Autodesk, we’re building a culture of belonging where all employees have equitable opportunities to succeed and contribute.

We strive to create an environment where everyone, everywhere, is excited to come to work, feels a sense of belonging, and can fully contribute their talents in the workplace. We’re creating a workplace that embraces a multitude of original minds and talents to create the most innovative products and solutions that meet the demands of the global marketplace. By cultivating a workplace where all employees can realize their potential, we offer more than just a place to work. As a company leading change, we’re creating opportunities for people to thrive.

Global diversity and belonging strategy

In 2020, we launched a major initiative to revamp our global diversity and belonging strategy and implement an ecosystem approach that focuses on individual, interpersonal, and structural dimensions of change and transformation.

As part of this process, we invited employees from more than 25 countries and over 44 offices—representing all levels and functions and a rich mix of demographics—to join focus groups to share their feedback, ideas, and experiences. In addition, we engaged our top executives through a strategy advisory group and analyzed data that reflect many different aspects of diversity and belonging.

Through this process, we set three-year objectives and aspirational goals for each of these strategic change levers:

- Attract and retain a diverse workforce
- Expand leadership diversity
- Foster a culture of belonging

Through a data-driven approach, we are building our programs and measuring success.

[→ Learn more](#)





Diversity and belonging objectives and goals

This page summarizes the first year of progress against our three-year diversity and belonging goals. We made significant progress toward each goal during fiscal year 2022 and are increasing programmatic focus in fiscal year 2023 in cases where additional effort is needed to meet our goals.

Attract a diverse workforce		Expand leadership diversity		Foster a culture of belonging	
Objective	Increase representation of women in tech, women in sales, and underrepresented people of color employees in the United States		Increase geographic and demographic diversity of leadership		Transform our culture so that all employees feel they belong
Goals (by the end of FY24)	Increase the number of women in tech roles globally by	Increase the number of women in sales roles globally by	Increase the number of leaders (director and above) based in EMEA, APAC, Japan, Canada, and LATAM by	Increase the number of leaders (senior director and above) in the United States who are people of color† by	Reduce gaps between all demographic groups and company-wide survey scores on belonging to
	25%* Progress through FY22: Up 19.0%	25%* Progress through FY22: Up 7.5%	10%* Progress through FY22: Up 32.1%	40%* Progress through FY22: Up 26.7%	5 points or less Progress through FY22: Within 5 points
	Increase the number of US employees who are under-represented people of color‡ by	Increase the number of US Black employees by	Increase the number of Black and Latinx leaders (senior director and above) in the United States by		Launch diversity and belonging training company-wide, and achieve greater than
	30%* Progress through FY22: Up 8.9%	100%* Progress through FY22: Up 17.7%	300%* Progress through FY22: Up 40%		75% employee participation Progress through FY22: Training in development

* Compared to the beginning of fiscal year 2022. Our one-year aim was to reach 20% of our overall three-year goals.

† People of color includes the following United States EEO-1 categories: Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, Native American or Alaska Native, Two or More Races.

‡ Underrepresented people of color includes the following United States EEO-1 categories: Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, Native American or Alaska Native.



Attract and retain a diverse workforce

We all win when we attract, retain, and advance talented individuals. This requires a holistic, multifaceted approach. We work to integrate inclusive hiring practices into every step of our recruitment process, including evaluating and revising job descriptions to be more inclusive, using market intelligence to identify locations with strong diverse pools of talent, and incorporating early career recruitment into our hiring plan to develop and cultivate talent.

Our custom-designed five-day virtual Hiring Manager Bootcamp trains all people managers in Autodesk’s hiring principles and inclusive recruiting practices to help us successfully attract, interview, assess, and onboard diverse talent. During 2021, we also launched our Recruiter Bootcamp to onboard new recruiters and refresh current talent acquisition team members.

The program covers topics such as mitigating bias in the interview process, utilizing diversity partnerships, talent sourcing, writing inclusive job descriptions, and coaching hiring managers on inclusive hiring practices. All searches for senior directors and above must include at least one woman or person of color on the final interview slate.

Through the Autodesk Tech Program, we are collaborating with four Historically Black Colleges and Universities (HBCUs) in the United States, offering student stipends and mentoring in partnership with our technical business units. The program aims to create an immersive experience focused on mentorship, professional development, and solving real technical challenges with engineers at Autodesk. In its inaugural year 2020/2021, the program engaged 20 students, in addition to faculty advisors and Autodesk engineers.

[→ Learn more](#)

The Autodesk Women in Sales (AWiS) initiative is a cross-functional effort between our human resources and sales organizations in support our goal to increase the number of women in sales by 25% over three years. The US Bureau of Labor Statistics reports that women hold just under a third of outside sales roles in the majority of industries, most notably manufacturing and technology. Addressing this problem is critical to both business success and achieving global gender parity in pay and opportunity. The AWiS initiative focuses on talent acquisition, development, and retention, as well as inclusive cultural practices.

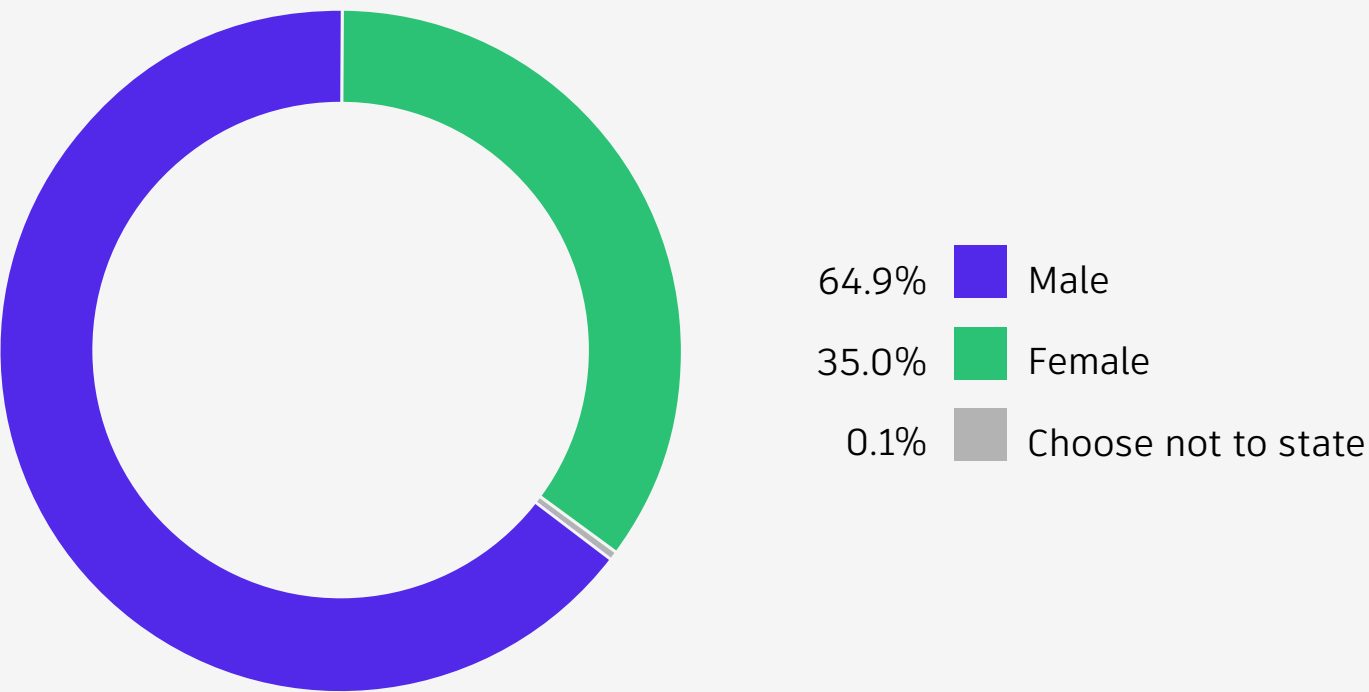
The Autodesk Women in Digital Enterprise Services (WDES) initiative supports our goal to increase women in tech by 25% over three years. It includes programming that works to equalize and promote women’s presence within DES through career and personal development. Achievements during 2021 include:

- Launching the WDES Guilds Program and completing two Guilds group cycles
- Hosting training sessions and workshops related to career advancement, mentorship, and growth

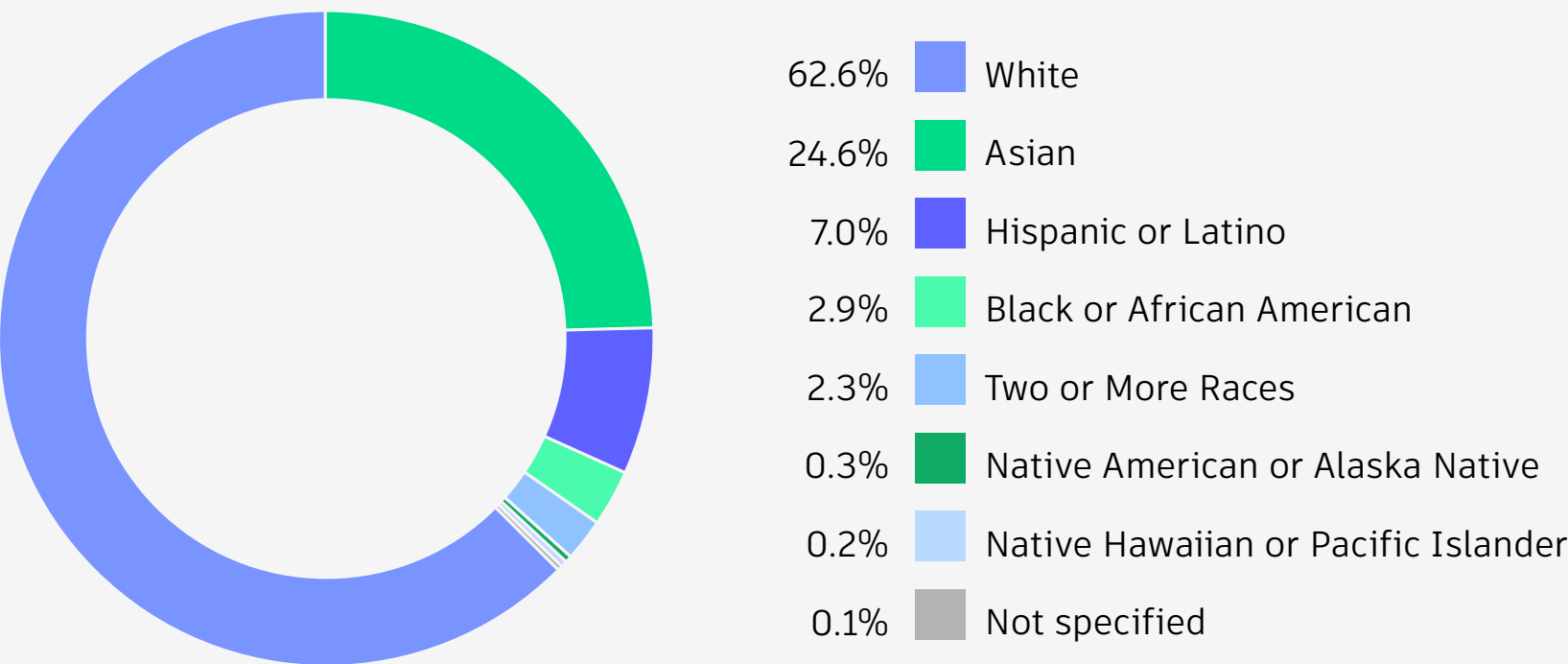
External partnerships are key to reaching a wide array of candidates. We collaborate with organizations such as National Action Council for Minorities in Engineering, Lesbians Who Tech, AfroTech, Fairygodboss, Techqueria, and Power to Fly to support our effort. Starting in February 2022, Autodesk committed \$150,000 annually for three years to [The Hidden Genius Project](#) to support the next generation of Black tech leaders and entrepreneurs. These efforts are yielding positive results, with more job candidates who identify as women (globally) and people of color (in the United States) than ever before. For example, 39.9% of external hires during fiscal year 2022 were women. Partly as a result, women increased from 33.4% of Autodesk’s overall workforce globally at the end of fiscal year 2020 to 35.0% at the end of fiscal year 2022. In the United States, 7.9% of external hires during fiscal year 2022 were Black. This contributed to the rise from 1.7% of the US workforce that Black employees represented at the end of fiscal year 2020 to 2.9% at the end of fiscal year 2022.

Employee workforce data, FY22*

Overall workforce, by gender



US workforce, by race/ethnicity



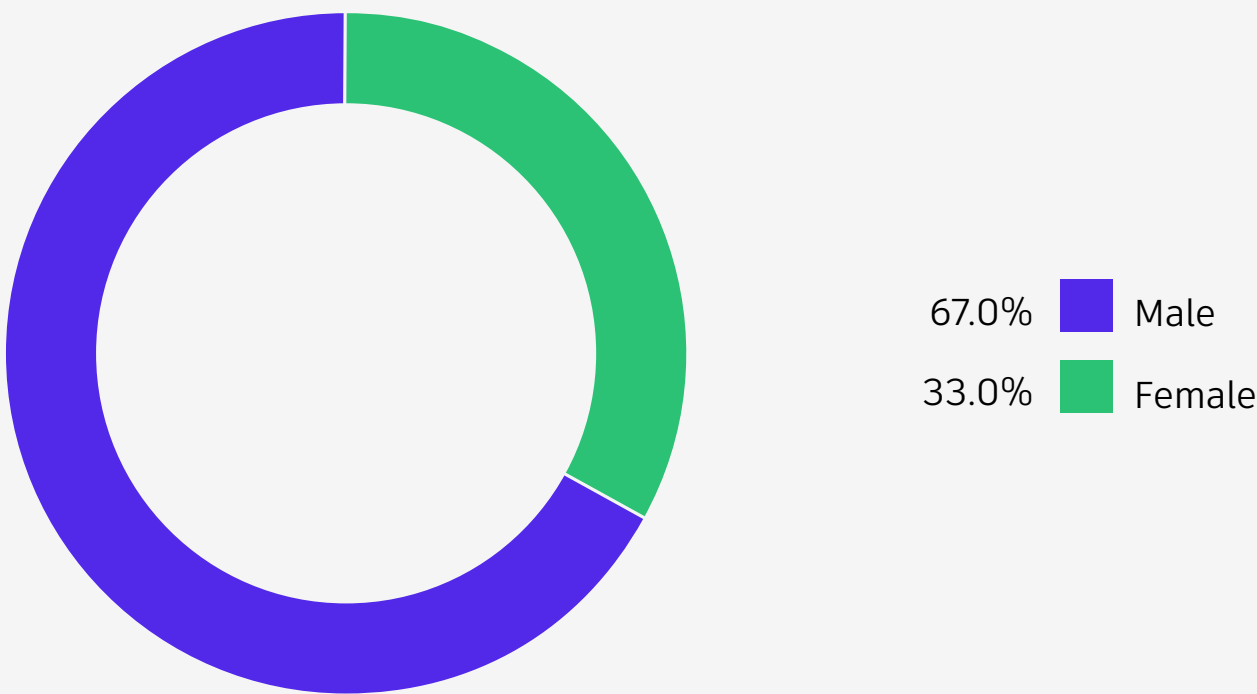
* Data are as of the end of fiscal year 2022.

See detailed performance metrics in the [Data summary](#).

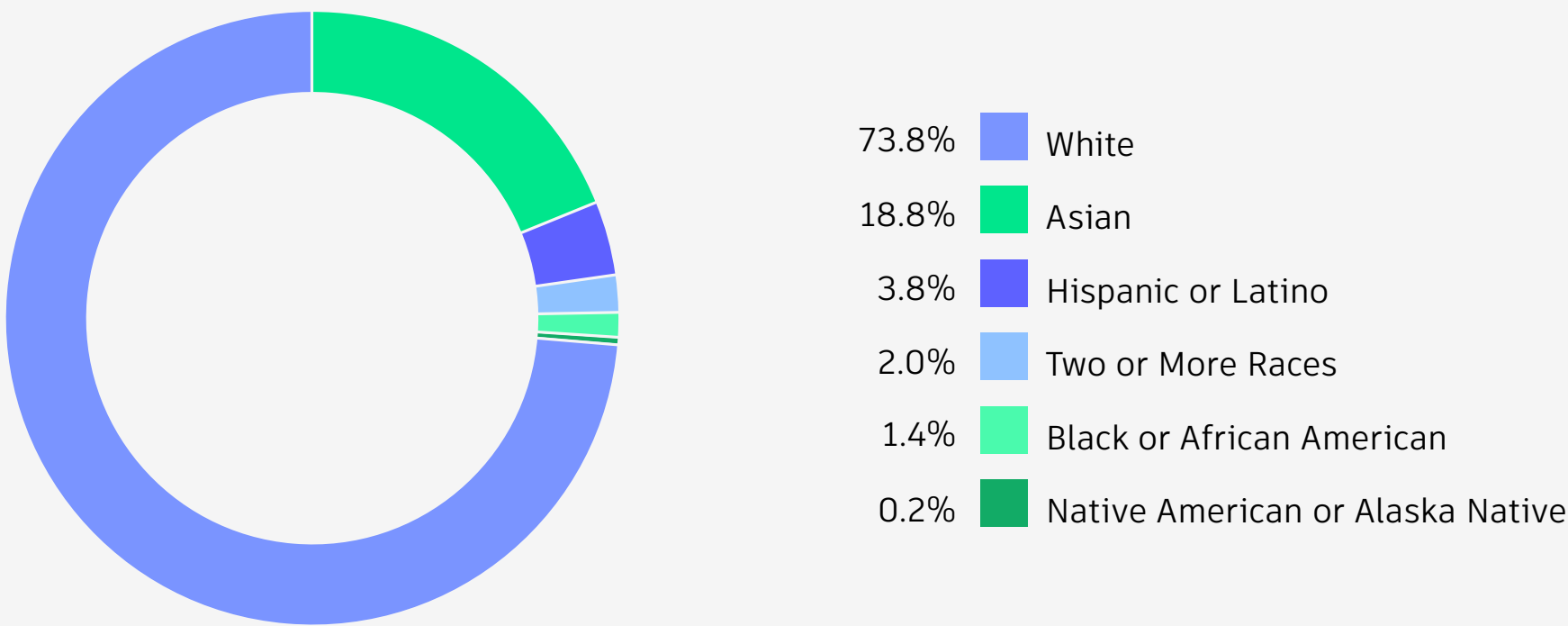


Leadership data, FY22*

Overall leadership, by gender



US leadership, by race/ethnicity



* Data are as of the end of fiscal year 2022.

See detailed performance metrics in the [Data summary](#).

Expand leadership diversity

We are expanding leadership diversity from the Board of Directors to senior leadership and to all areas of Autodesk. As a global company, it is critical that our leadership reflects the perspectives of our customers around the world. Therefore, we have prioritized growing our leadership capabilities globally, resulting in a 2.6% increase in the number of leaders outside of the United States.

Women make up 50% of our 10-member Board of Directors, which is composed of 10% Black membership and 90% white membership.

Our commitment to attracting and recruiting diverse talent extends to our senior leadership team. In February 2021, we announced the appointment of a new chief financial officer, chief technology officer, and senior vice president, all of whom expand the diversity of our senior leadership. Forty-five percent of our executive team is women.

We are committed to the growth and development of all our employees. Some programs target specific demographics as part of our diversity and belonging strategic goals. For example, Autodesk was a proud participant in the McKinsey Black Leadership Academy in 2021, which creates opportunities for rising Black leaders to network and build relationships with leaders from other organizations.

In early 2022, we launched NEXT LEVEL, a program designed to create a pipeline of underrepresented people of color who are ready to move into leadership roles. To better understand and mitigate individual reasons for attrition, during 2022 we also started conducting Career Advancement Retention Effort (CARE) interviews.

We offer several professional and leadership development opportunities for all employees, including our Emerging Leaders Program and Employee Leadership Program/Autodesk Leadership Program.

All employees can also participate in the Autodesk Mentorship Program, as a mentor, mentee, or both. The program breaks down the barriers of meeting and learning from colleagues around the world and offers resources and guidance to nearly 3,000 active members (as of January 2022).

[Learn more](#) about learning and organization development at Autodesk.

Foster a culture of belonging

We are committed to building a culture of belonging at Autodesk by listening deeply, providing education, implementing programs, and most importantly, fostering collective accountability. Belonging is central to the Values and Ways We Work, as articulated in our Culture Code, and in 2021 we launched a company-wide [Culture Sprint on Belonging](#).

Dialogue spaces

Dialogue Spaces are open to all employees to speak courageously and listen with curiosity, offering a safe environment for people to share their stories and build a deeper understanding of one another. Autodesk has partnered with Bravely, a confidential coaching service that supports individuals and workplace health, to foster discussions about aspects of identity that impact our employees in the workplace. Bravely spaces introduce and reinforce critical concepts of allyship and working together more inclusively and equitably through storytelling, educational content, and active group sharing. The events ignite self-discovery and connection that can be further explored through individualized coaching and conversations between colleagues.

Speaker series

Our Diversity & Belonging Speaker Series brings outside experts to engage the entire Autodesk community in conversations about identity and diversity. Dialogue Spaces facilitated by Autodesk employees followed some events to offer colleagues across the company the opportunity to discuss the expert’s books and podcasts in small groups. Speakers in 2021 included:

- **Shankar Vedantam** has been reporting on human behavior and social science research for more than 25 years and is the host and creator of *Hidden Brain*. The *Hidden Brain* podcast receives more than three million downloads per week, and the *Hidden Brain* radio show is featured on more than 350 public radio stations around the United States.
- **Herminia Ibarra**, professor of organizational behavior at London Business School and author of *Act Like a Leader, Think Like a Leader*. Professor Ibarra shared how leadership is a mindset that can be practiced at all levels of an organization.
- **Dolly Chugh**, professor at NYU’s Stern School of Business and author of *The Person You Mean to Be: How Good People Fight Bias*. Drawing on her decades of research on unconscious bias, Dr. Chugh offered practical tools to become a better leader, colleague, and friend.



Connecting community, culture, and creativity

In response to the challenge of physical distancing during the COVID-19 pandemic, Gail Tanaka, Global Lead of the Autodesk Asian Network, initiated a program with a nonprofit organization, Kimochi, to teach seniors and youth how to use Autodesk Tinkercad as a way to continue creating Japanese American cultural items such as cherry blossoms together.

[→ Learn more](#)



Image courtesy of The Hidden Genius Project

Nurturing young tech talent with The Hidden Genius Project

The Autodesk Black Network leads workshops through The Hidden Genius Project, a national nonprofit organization that trains and mentors young Black men in technology creation, entrepreneurship, and leadership skills. Starting in 2022, Autodesk has committed to donating \$150,000 to the organization for each of the next three years.

[→ Learn more](#)

Employee resource groups

We have a vibrant and growing network of global Employee Resource Groups (ERGs), employee-led groups composed of individuals who join together based on common backgrounds or dimensions of diversity such as gender, race, or ethnicity. Each ERG is sponsored by a member of our Executive Leadership Team, and our ERG leaders are supported as a critical extension of our Culture, Diversity & Belonging team. ERGs play key roles in driving professional development, building partnerships with local communities, advancing recruitment efforts, and supporting a culture of mentorship and coaching.

Currently, Autodesk has seven ERGs: Asian Network, Black Network, Latinx Network, Pride Network, Veterans Network, Women’s Network, and Young Professionals Network. Autodesk’s ERGs are evolving to make an even greater impact on our employee experience and our business globally.

- In 2021, Autodesk’s held its first [ERG Week](#), a series of global events focused on celebrating and elevating ERGs. To bring the programming to life in a virtual world, each group brought in dynamic voices from both inside and outside the company for inspirational talks, networking events, and more.
- Beginning in 2022, Autodesk will grant a [\\$10,000 appreciation bonus](#) each April to our global ERG leads, on completion of every year of service, for the many ways they help our employees feel supported and included, both in times of celebration and in the face of social injustice. Autodesk is proud to make this investment in the future leaders of our work culture—and our company.
- To scale and operationalize impact, we've formed expert “MERG” groups to align program strategy and intersectional development across all ERGs. We work together to build a strong team of cross-ERG support, and we utilize resources, passion, and energy to impact lasting change for all employees at Autodesk, especially those in historically marginalized groups.

Transgender and nonbinary inclusion

In addition to Autodesk earning a 100% rating and designation as a Best Place to Work for LGBTQ Equality on the Human Rights Campaign Foundation’s Corporate Equality Index, the Pride ERG formed an initiative to provide peer mentorship and advance inclusion for transgender and nonbinary employees. In partnership with the Culture, Diversity & Belonging team, during 2021 the group helped expand options for pronoun visibility across Autodesk employee directories, worked to evaluate access to all-gender restrooms in offices globally, and collaborated with the company’s benefits team to remove any remaining restrictions on gender-affirming health benefits under our primary US insurance vendors.

Programs worldwide

During 2021, employees in Autodesk locations around the world advanced diversity and belonging through a broad range of initiatives. For example, in our Europe, Middle East, and Africa region, the Autodesk France Country Council, composed of senior leaders, people managers, and individual contributors across business organizations, adopted 10 initiatives during the year to advance equity and access. For example, the council engaged with local stakeholders Capital Filles and 10000 Codeurs to mentor and coach diverse young talent and led discussions associated with the International Day of People with Disabilities to change the way disability is perceived within the company.

The Autodesk Italy Leadership team joined [Valore D](#), a corporate association that promotes gender balance and an inclusive approach to company- and country-level growth. This organization helps people learn, adapt, and prosper through change via courses, best practice sharing, mentoring, and other activities.

Programs across the business

Across business units within Autodesk, grassroots groups of employee volunteers help foster a culture of belonging within their teams. Each group has senior leadership support and an executive sponsor at the VP level.

In Finance, the Diversity & Belonging Committee hosted Power of Inclusion trainings and quarterly guest speakers, and in 2021 it sponsored 13 employees for the annual WILpower program, a professional development and networking program for women offered by LWT (Leading Woman in Technology). The group also partnered with [DreamWakers flashchats](#) to connect 458 students from 11 underresourced K–12 schools with Autodesk career role models.

The Legal Diversity Inclusion & Belonging (LDIB) group is composed of volunteers dedicated to promoting Autodesk’s values within the department and wider legal community. In 2021, the team focused its efforts on lifting up underrepresented groups in the legal field and also sponsored career development training through the Leading Women in Technology program, which was offered for the first time to all employees regardless of geography.



In the Platform Services & Emerging Technologies (PSET) organization, the PSET-DIB initiative works to ensure broader participation in envisioning the innovations of the future by fostering a culture of equity and belonging within the department. The goals of the core team are to build and maintain avenues of communication to increase the impact of diversity and belonging programs within PSET, normalize conversations and critical thinking on topics of equity to further Autodesk’s culture goal around psychological safety, and develop leadership and power skills together through peer mentorship and learning.

In the Product Development and Manufacturing Solutions (PDMS) organization, the Culture, D&B advisory team works to prioritize timely amplification of Autodesk diversity and belonging messaging, programs, and resources; identify unique opportunities for influence within the organization; and communicate learnings and feedback.

Providing a positive experience on our internal platforms

With our remote and hybrid work environment, reliance on Slack and other social platforms is essential. As with any social platform, some messages may not align with our policies or guidelines. To create a safe and positive experience on our internal community platforms, we created guidelines for our employees and contingent workers to follow when communicating with peers. We also added a new “flag” feature in Slack to enable employees to report messages that they feel violate Autodesk’s policies, guidelines, or culture of respect.

Additionally, in February 2022 Autodesk added a [statement about our stance on racism](#) to the company’s Code of Business Conduct, as well as within our internal Global Discrimination, Harassment, and Bullying Policy.

Advancing racial justice in partnership with the Autodesk Foundation

As violence against historically marginalized communities continued in 2021, we recommitted to doing our part to condemn racism and support our employees, neighbors, and communities around the world.

In response to a rise in violence against the Asian community, both in the United States and globally, the Autodesk Foundation (with guidance from the Autodesk Asian Network) distributed grants totaling \$150,000 across five organizations: Advancing Justice–Asian Law Caucus, the National Asian Pacific American Women’s Forum, the Center for Asian American Media (CAAM), Ascend Foundation, and the Asia Pacific Environmental Network.

During 2021, the Autodesk Foundation continued collaboration with the Black Innovation Alliance and Village Capital on the [reSource Initiative](#) to help leaders of color build financial, social, and human capital. Through this initiative, we lend our experience and

resources and learn from participating organizations to advance a more inclusive innovation ecosystem and funding landscape.

The Foundation’s response and rebuilding grants and support have benefited from collaboration with the company’s Culture, Diversity & Belonging team and ERGs representing the people and communities impacted. Beyond this funding, the Foundation has committed to integrating diversity, equity, and inclusion goals throughout its work, from how it sources new organizations for its portfolio to the impact it seeks to realize through its grantmaking and impact investing. For example, in fiscal year 2022 the Foundation provided a \$250,000 grant to Revolution Workshop, a nonprofit providing construction job training on the West and South Sides of Chicago, predominantly Black and LatinX neighborhoods. In February 2022, Autodesk was a launch supporter of the Black Equity Index (BEI), a new initiative for organizations to advance and measure progress toward racial equity in the workplace.

Supporting pay equity

Autodesk is committed to pay equity for our employees. We conduct an annual global pay analysis to compare pay levels of different demographic groups, and make appropriate adjustments if needed. We’ve continued Fair Pay at Hire, which means that we do not ask candidates about their prior company compensation in the United States. Autodesk was also a proud early signer of the California Equal Pay Pledge, which affirms the commitment to conducting annual pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promoting best practices that will close the pay gap. We are transparent about our salary structures, bonus targets, and equity guidelines to let employees know how they compare to our definition of market. 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. As of fiscal year 2021, all employees participate in equity offerings in countries where equity grants are allowed. In fiscal year 2022, we completed our multi-year journey toward Market Pricing. This means that all jobs have been shifted from pay grades to job levels to allow for more precise benchmarking in the competitive market.

Autodesk monitors equal pay and conducts full analyses on compensation ratios.

Supplier diversity

At Autodesk, we use our purchasing power to increase diversity and inclusion in our supplier base, helping to create jobs and wealth in historically marginalized communities. We value our impactful relationships with small and person of color-, women-, disability-, veteran-, service-disabled veteran-, and LGBTQ+-owned businesses. Creating a supplier base that reflects the demographics of Autodesk’s marketplace provides us with access to better ideas and ways to innovate.

In 2021, we engaged with certifying agencies to help diverse business owners expand their capabilities by connecting them with mentoring, training, and business development opportunities. During the year, we mentored two Black female entrepreneurs as a part of the National Black Business Pitch, a competition designed to connect Black women–owned businesses to prospective customers. We also sponsored a cohort of eight women-owned businesses for the WBEC-West Platinum Supplier Program, for women-owned businesses certified by WBENC (Women’s Business Enterprise National Council) that are working to begin or expand corporate and government contracting. To increase our awareness and engagement with diverse businesses, Autodesk belongs to the National LGBT Chamber of Commerce, the Western Regional Minority Supplier Development Council, and tech:SCALE.

To further drive results, in 2021 we launched the internal Autodesk Supplier Diversity Executive Stakeholders group, which works to develop goals for each of the company’s principal organizations. We spent \$35 million, equivalent to 4.4% of addressable spend, with approximately 210 US-based diverse businesses in fiscal year 2022, meeting our goal of 4% for the year.² During fiscal year 2023, we aim to increase this to 8% of addressable spend in the United States, and 25% by fiscal year 2026. We are exploring expanding our program to additional countries and regions.



Partner with customers

Education

At Autodesk, we believe in lifelong learning that’s personalized, portable, and pragmatic. We’re motivated by professionals, students, and teachers who embrace and deliver solutions to today’s most complex challenges.

We provide educators with technology platforms, learning content, access to certifications, and education events to inspire, engage, and develop students for the workforce so they can produce lasting positive impact. We aren't just helping educators, students, and lifelong learners peer into the future—we're helping them create it.

Our primary areas of focus in education are:

Platform

We are working at the forefront of industry providing technology platforms to create solutions, connect data, and accelerate outcomes. Educational institutions benefit by adopting the same software platforms used by professionals to teach and develop the knowledge and skills necessary for their students to succeed in their careers. Together we make it possible.

Futureskilling

We’re empowering students, educators, and lifelong learners to develop the skills necessary today to help solve tomorrow’s most pressing design and engineering challenges. In other words, we futureskill by providing the mindset, skillset, and toolset to accelerate careers and help people thrive in industry. Beyond simple upskilling and reskilling, futureskilling prepares designers, makers, and doers for tomorrow’s jobs.

Sustainability

We’re working with educational institutions to integrate sustainability concepts into instruction, helping students make better choices related to energy and materials. By revitalizing engineering, machining, and manufacturing curricula, we provide students and teachers with the power to design and make more efficiently, with less environmental impact.

Digital transformation

Digital transformation is evolving industry to help improve and deliver greater value. As new cloud and collaborative technologies and automated processes are adopted, work is being redesigned to achieve better outcomes. We enable and accelerate this transition by providing education resources to retrain, retool, and reshape the workforce for the next generation.





Autodesk resources available to professionals, students, teachers, parents, and school administrators include:

Autodesk Education Community

provides students, faculty, and educational institutions the latest information on Autodesk product updates and certifications, as well as information regarding workforce readiness, teaching trends, industry changes, and upcoming events and competitions. Students and educators can also access Autodesk’s professional-grade software for free.* In fiscal year 2022, millions of students and educators used Autodesk software to learn design and make skills.

[→ Learn more](#)

Autodesk learning and certification

provides industry-validated skillbuilder courses and certifications for professional users and students around the globe. Our certifications are both product- and role-aligned, which helps recipients market their job readiness. This helps educators stay current on industry-adopted tools so they can teach more effectively. We offer learning pathways in architecture, engineering, and construction as well as product design and manufacturing, and introduced a full line of certifications for machinists and mechanical engineers in 2021. Millions of architects, mechanical engineers, and design professionals worldwide benefit from an Autodesk Certification.

[→ Learn more](#)

Tinkercad

is a free web app for 3D design, electronics, and coding. With more than 45 million registered users around the world, Autodesk® Tinkercad® software builds STEM confidence by bringing project-based learning to the classroom. Tinkercad is proud to bear the ISTE Seal of Alignment. Our lesson plans adhere to ISTE, Common Core, and NGSS standards for the classroom.

[→ Learn more](#)

Autodesk University

is a learning community for design and engineering professionals from around the globe and offers conference experiences and free access to online learning resources year-round. In fiscal year 2022, the Autodesk University website received more than 2.4 million visits, and users watched more than 133,000 hours of instructional video, as well as 29,500 hours on other distribution channels such as YouTube.

[→ Learn more](#)

Autodesk Knowledge Network

is a repository of more than a million contributions from Autodesk, its community, and its partners, and includes more than 250 videos and articles related to sustainable design.

[→ Learn more](#)

* Free Autodesk software and/or cloud-based services are subject to acceptance of and compliance with the terms and conditions of the terms of use and/or other terms that accompany such software or cloud-based services. Software and cloud-based services subject to an Educational license or subscription may be used by eligible users solely for Educational Purposes and shall not be used for commercial, professional, or any other for-profit purposes.



Partner with customers

Industry trends

The start of the COVID-19 pandemic severely impacted the manufacturing and construction sectors, but by the end of 2021, markets including Europe and the United States had fully recovered in terms of their economic output.³ Meanwhile, the pace of technological change in these sectors escalated globally as social distancing and other protective measures increased the cost of human labor relative to machines. Jobs in factories and on construction sites that were once seen as safe were suddenly risky for humans to perform. Even as COVID-19 vaccines and treatments became readily available, fundamental changes in on-site labor management accelerated.

Industry responded by utilizing cloud-based workflows wherever possible. Across AEC, product design and manufacturing, and media and entertainment, leaders quickly pivoted to remote working environments and cloud-based collaboration. Workers adapted as well by learning new technologies and ways of working as quickly as possible. Even jobs that were hard to transition to remote work shifted to help ensure safety on factory floors and building sites.

But many early adjustments were quick fixes. To help futureproof workers in the long run, new approaches to skills acquisition and lifelong learning are needed. Businesses are exploring innovations such as micro credentials (often accompanied by digital badges) that help close internal skills gaps through targeted development⁴—and digital career coaching platforms, which use AI to support workers and employers wherever

they are. Autodesk offers valuable industry credentials to AEC and product design and manufacturing professionals to bridge the gap between education and industry, ensuring employers and employees are ready for what’s next in industry.

Through the [Membership Training Provider Program](#), Autodesk offers the national leadership of major North American trade unions a range of program benefits—including low-cost software license fees—to train, test, and certify registered union and trade association members to help them advance their industry credentials.

As technology evolves and industries transform, we can expect ongoing adaptation of current roles as well as new job creation. According to a report we commissioned titled “[Skilled Beyond Degree: How Experience Is Outpacing Education in Construction and Manufacturing Hiring](#),” certain roles and skills will be most coveted in the near future:

- Demand remains high for sophisticated technical and non-technical skills—including an ongoing need for data and management skills.
- The pandemic demonstrated the essential role of logistics and supply chain management, and the importance of these fields is projected to continue.
- Renewable energy-related roles in manufacturing are among those poised for the greatest growth in the next five years, emphasizing the need for adaptation to relevant technologies.

In addition, a heightened emphasis on priorities such as employee well-being, resilience, and purpose can be key for organizations looking to recruit and retain skilled employees. The pandemic has led many people to reevaluate their lives and work; according to a recent McKinsey study on individual purpose and associated work and life outcomes, nearly half of US-based employees surveyed say they are reconsidering the kind of

work they do. People who find purpose in their jobs are more productive, healthier, more resilient, and more likely to remain with their employer.⁵ Companies that succeed in the competition for talent will be those who help employees find purpose on the job.

The pandemic has upended many prior assumptions, but the need for humans to adopt a mindset of lifelong learning has only accelerated. Employees in manufacturing and construction will prosper by acquiring the most in-demand technical and non-technical skills and by adapting to ever-changing roles in a competitive global economy. Employers who invest in their workforce and provide the necessary support for employees to connect to purpose at work are most likely to succeed in this new future of work.



Partner with customers

Architecture, Engineering & Construction

Cloud-based AEC solutions are democratizing access to opportunities and fostering more inclusivity. Digital transformation, including collaboration tools in the cloud, enables companies to engage talent worldwide—building a connected global workforce.

At the same time, COVID-19 has made digital project delivery more complex, requiring many design and construction firms to accelerate the pace of digital transformation. New capabilities in Autodesk products and an expansion of its partner ecosystem support remote and virtual work environments for AEC practitioners, enabling easier collaboration from a single source of truth. With apps available in more than a dozen languages, all stakeholders can navigate securely through models, capture feedback, and make decisions together in real time.

AEC professionals can improve the user experience and reduce costs by automating product development processes with tools such as Generative Design in Revit that take advantage of artificial intelligence and machine learning. Traditional processes to develop and validate design concepts typically limit exploration to only a handful of possible alternatives due to time constraints. Generative design is disrupting this process by simultaneously exploring a variety of possible design outcomes and generating a variety

of potential alternatives—with the data to show how each ranks against a designer’s original criteria.

Through [Autodesk Learning and Certification](#), AEC professionals can gain the knowledge and skills to create high-quality, innovative building and infrastructure designs; optimize projects with integrated analysis, visualization, and simulation tools; and improve predictability by maximizing constructability and project coordination.

In the construction industry, Autodesk’s bid management technology—[Autodesk® BuildingConnected® Pro](#) and Bid Board Pro—helps owners and builders find reliable partners for every job using our Builders Network. Project teams can access over a million construction professionals, simplify bid workflows, and manage subcontractor risk in real time. To increase the diversity of firms bidding for projects, customers can break down bid packages to smaller scopes of work, making it easier to engage the community, attract talent, and build new relationships. And prequalifying subcontractors enables project teams to be more inclusive, specifically focusing on Disadvantaged Business Enterprises (DBEs).

- + See a summary of [Autodesk Architecture, Engineering & Construction solutions](#) that enable sustainable design.
- [Learn how](#) fostering employee diversity can support business growth.



Autodesk and Smithsonian Arts + Industries Building

Exhibit showcases the future of human/machine collaboration

As part of the immersive museum exhibition FUTURES, which opened in late 2021, we collaborated with the team at the Smithsonian Arts + Industries Building to create the Co-Lab. This exhibit features a novel generatively designed and sustainable timber structure, stories showcasing the power of Human/AI collaboration, and an interactive multiplayer generative design experience, “Future Communities.” Guests collaborate with both each other and AI, making decisions and building a community block based on what they deem most important. Each participant takes a different role, choosing to be a “developer,” “ecologist,” or “mayor.” The roles have specific goals and input factors that include social, ecological, and economic considerations, ranging from the availability of green space and housing to the reach of public services and employment opportunities.

→ [Learn more](#)



Image courtesy of IESC

Interstate Electrical Services Corporation

Interstate Electrical Services energizes the future with digital transformation and an inclusive workforce

Interstate Electrical Services is a family-owned construction company that spans six New England states, with more than 600 employees. Like the broader construction industry, Interstate has been making ever-increasing investments in digital construction tools and processes.

Interstate's engineers, BIM coordinators, and detailers orchestrate their efforts at the company's Operations Center in Tewksbury, Massachusetts, a 100,000-square-foot manufacturing and warehouse facility. At that location, project coordinators and detailers fine-tune models and install instructions to exacting detail. Fabricators assemble the units to UL Certification standards under direct supervision of licensed electricians, and more crews package and ready the units for shipment, often weeks in advance of install. This approach can save time, reduce risk, and improve efficiency. As the construction industry faces unprecedented labor shortages, digital transformation enables Interstate to do more with less.

Interstate's lead VDC/BIM specialist says, "I basically taught myself Revit when there were three of us at the company doing BIM. And ever since, we've been learning, growing the team, and transforming how we work." Today, two dozen of Interstate's workers are experts in 3D model

coordination and detailing. And an even larger share turns those drawings into fully built electrical systems—without ever stepping foot on the jobsite. COVID-19 further accelerated the transformation. Interstate started moving all its projects to Autodesk Construction Cloud, and crews communicate through Microsoft Teams. Office teams worked from home at the height of the pandemic and are moving to hybrid schedules now. Field teams coordinate with the office almost entirely by computer. According to Interstate, "People were wary of change, but we didn't have a choice. Some could barely turn on a laptop before, and now they're doing digital markups."

Digital transformation also changed how Interstate interacts with job candidates—and who those candidates are. Interstate built an inclusive and comprehensive recruiting process and has broadened its scope to non-traditional audiences such as veterans, people with disabilities, women, and minorities.

[→ Learn more](#)

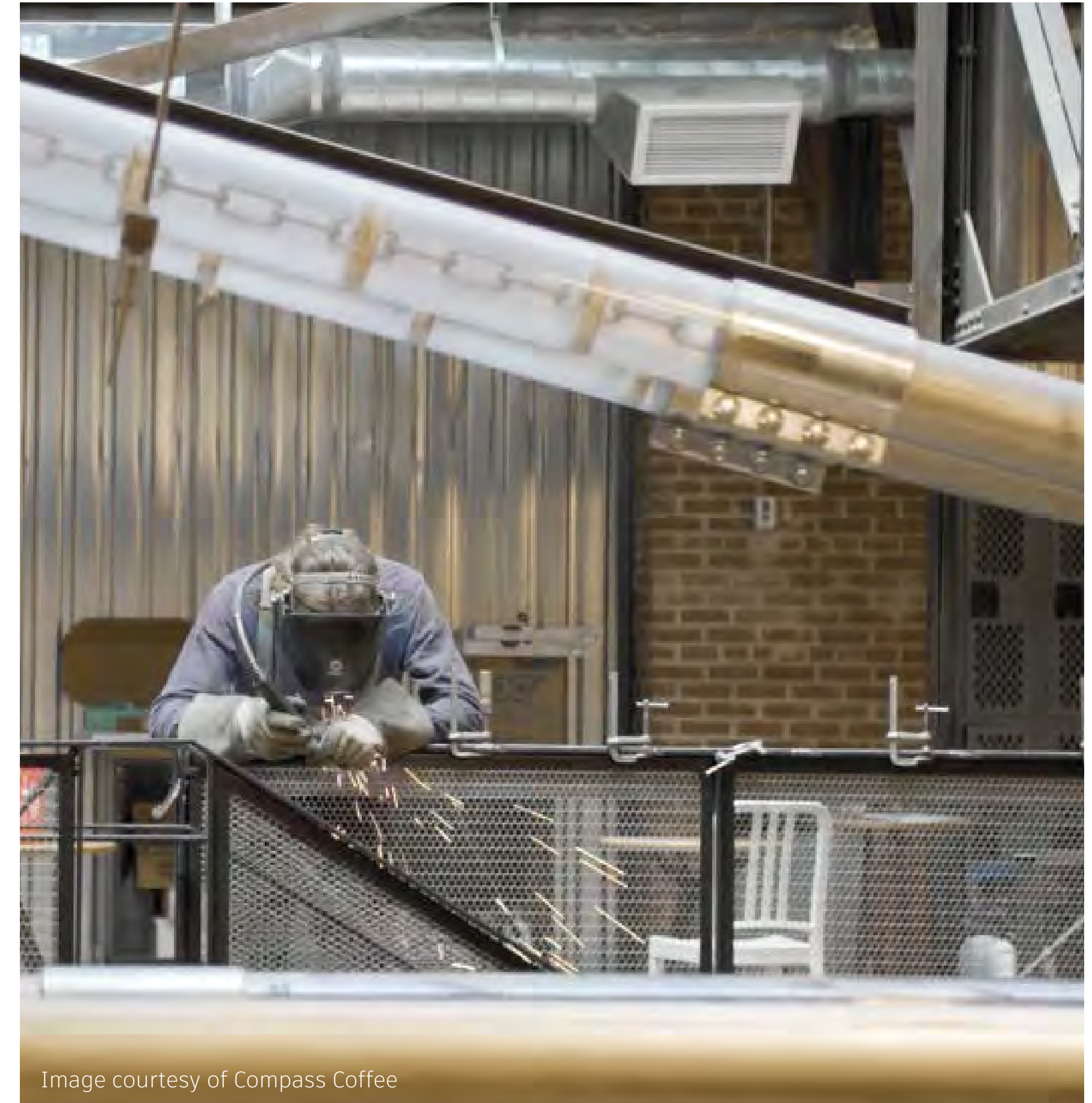


Image courtesy of Compass Coffee

Compass Coffee

Compass Coffee retrains workers to build a new roastery, creating an ad-hoc construction crew that thrives on flexibility.

[→ Learn more](#)



Partner with customers

Design & Manufacturing

Digital transformation is fundamentally changing the nature of work in product design and manufacturing. New technologies and workflows demand new ways of working and learning.

More than ever, leaders are working hard to keep teams and data connected across all departments and locations and providing workers with the skills they need to thrive in a digital future. Smart manufacturing—the widespread digitization of manufacturing practices, including product design, data management, supply chain, production, distribution, and sales—helps companies to be more agile, which is crucial in today’s rapidly changing environment. As a result, everyone from designer to machinist needs to adapt on a dime by retooling, retraining, and executing while maintaining quality.

Cloud-based data management is essential to this digital transformation. Autodesk® Upchain software enables manufacturers to centralize their data from a broad range of mechanical and electrical CAD and non-CAD tools. Teams can keep working in the CAD and business tools they’re comfortable with and collaborate more efficiently. Companies can use Upchain to create repeatable, reliable, and traceable processes to manage company-specific workflows and deliver products with higher quality.

Automated processes such as parametric modeling and generative design can improve workflow, and smart technologies such as artificial intelligence and machine learning go hand-in-hand with smart manufacturing data analysis. Fusion 360 Manage is a product lifecycle management platform that connects people, processes, and data across departments and geographies. Fusion 360 Manage digitizes paper processes and enables companies to track processes, improve productivity, and manage quality efficiently.

The Autodesk® Product Design & Manufacturing Collection provides professional-grade tools to help our customers streamline processes, enhance collaboration, and prepare for the future. Autodesk® Vault software enables engineering teams to work from a central source of organized data, improving collaboration and streamlining workflows throughout product development. Enhanced tools improve design reuse and reduce rework through duplicate detection. Additionally, new cloud-connected capabilities facilitate access to digital data in the field. And from within Fusion 360, users can now use Design Reservation

to view real-time feedback and design updates from team members. Interoperability between Fusion 360 and Autodesk Inventor workflows was further enhanced with the release of Inventor 2023 in March 2022 to help engineers and designers save time on everything from BIM projects to additive and subtractive manufacturing.

[Learn more](#)

New technologies and workflows mean new ways of working for professionals. Several new options in self-paced learning can help manufacturing professionals improve their Fusion 360 skills, including videos, step-by-step tutorials, and downloadable 3D models. For example, the [Tool Library video series](#) helps users navigate the Tool Library and improve their tool management skills. The Additive Build Extension series walks users through the process of preparing a model for 3D printing.

Through Autodesk learning and certification, students, designers, and engineers can gain the knowledge and skills to streamline the product development process, create high-performing product designs and production system layouts, and connect teams and data from design through manufacture.

[See Certifications.](#)

[See a summary of Autodesk Design & Manufacturing solutions that enable sustainable design.](#)



Cloud-based data management is essential to digital transformation.



**Pasadena City College
and Lawrence Equipment**

How industry and
academia work
together to improve
students’ skillsets

Pasadena City College (PCC) partnered with local manufacturer Lawrence Equipment to develop a course that helps students learn relevant and valuable skills. Lawrence Equipment demonstrated how Fusion 360 helps them thrive in the market today while aligning with the future of manufacturing. By implementing the suggested changes, students at PCC spend less time learning software and more time on the machines incorporating those important machining skills. As a result, Lawrence Equipment hires from a steady pool of highly qualified PCC graduates.

 [Watch video](#)



Image courtesy of Pasadena City College and Lawrence Equipment

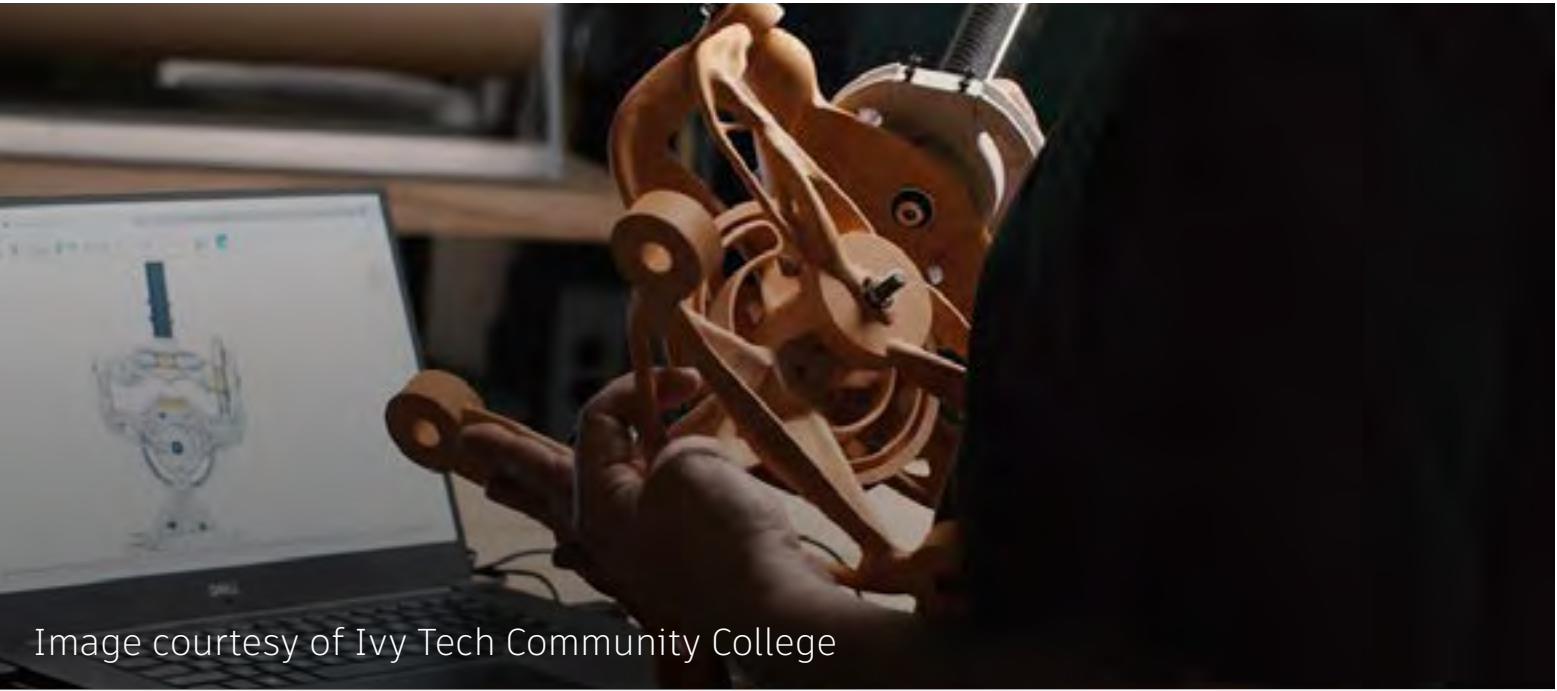


Image courtesy of Ivy Tech Community College

Ivy Tech

Ivy Tech provides opportunities for students to move beyond the basics, learn advanced skills like generative design, and ensure they graduate with a broad knowledge base.



 [Learn more](#)



Image courtesy of Davis Technical College

Davis Technical College

Davis Tech is bridging the gap between what students are learning in the classroom and the future of manufacturing.

 [Learn more](#)



Partner with customers

Media & Entertainment

The media and entertainment industry is undergoing a transformation as content creators innovate to meet the demands of a dramatic increase in high-quality content production globally.

Pandemic lockdowns and other measures forced studios to expand beyond the traditional model of large teams based in centralized locations and embrace remote workflows. Utilizing cloud computing, prioritizing communication, and increasing security standards to optimize collaboration across a global workforce has accelerated the transformation of content creation. This new approach has enabled studios to hire diverse talent in new places while reducing production costs.

Supply chains for sourcing and creating content in the media and entertainment industry are growing longer and more complex. Studios are desperate for talent, farming out parts of the process at unprecedented rates while diversifying where they find qualified talent. This has had a democratizing effect, improving access to opportunity beyond typical concentrated media hubs. However, it has also added complexity to project management. Implementing cloud-based tools and hiring the right mix of talent both play a pivotal role in managing decentralized talent creation.

Our tools help teams collaborate more effectively, increasing productivity and saving time and money. For example:

- Autodesk® ShotGrid (formerly Autodesk® Shotgun®) software streamlines workflows for creative studios by unifying production management, the creative process, and pipelines—in the cloud. ShotGrid enables producers to track and manage every aspect of their projects, supervisors to streamline the creative process and keep artists focused on the creative task at hand, and technical directors to build customized pipelines that suit unique studio needs with plug-and-play integrations and an open ecosystem.

- Flame on the cloud enables Flame artists to collaborate with one another from virtually anywhere. Studios running Flame on the cloud can benefit from a scalable and secure work environment with a wide selection of compute and storage services.
- USD workflows in Maya, 3ds Max, Bifrost, and Arnold enable smoother data exchange both within studios and in the wider production supply chain.

We are also investing in AI-assisted workflows for media and entertainment. Autodesk continues to invest in Flame’s machine learning toolset, helping artists automate complex compositing and retouching tasks. By combining Flame’s powerful AI-powered tools with the massive compute power and scalability of the cloud, artists can work faster and focus on the artistry of their craft.

Autodesk is committed to empower anyone, anywhere, to create amazing entertainment and media experiences by providing tools that enable artists to deliver new levels of creativity, collaboration, productivity, insight, and scale with production in the cloud. We are accelerating the industry’s transition to the future of production by disrupting traditional processes with new ways of working. Moving forward, we will continue working to drive better collaboration through open standards, open project development ecosystems, and interoperability of tools and platforms.

 [Six Key Components to Successfully Navigating Your Remote Workflows](#)



Setting up our own remote studio

We’ve seen the pandemic change the way studios work and how artists collaborate with one another. With remote work becoming the new normal, we decided to put ourselves in the shoes of our customers by setting up a [small remote studio](#) to create a 3D sequence from concept through final render. The animated short, called “Mkali’s Mission,” uses each of the tools in the Autodesk Media & Entertainment Collection—including Maya, 3ds Max, Arnold, and Autodesk® Mudbox® software—to showcase the breadth and power of the toolset.



Advance industries

Catalyze innovation

The Autodesk Foundation invests in nonprofits, startups, and ecosystem partners who prepare workers to thrive in the era of automation. We invest in initiatives and solutions that help workers prosper now—and in the future.

Investments focus on upskilling and reskilling learners, facilitating employment for workers, and changing employer behavior within the construction and manufacturing industries. While we recognize the crucial role that a range of organizations play, including government, employers, and educational institutions, we invest primarily in early-stage technology-enabled startups, nonprofits, accelerators, and funds that help create a more inclusive economy.

Who we fund

12

nonprofits and ecosystem partners that help workers prosper in the era of automation

22%

of Autodesk Foundation portfolio funding in fiscal year 2022



Geographic reach

We invest in organizations in the United States and the UK, and our research also includes Asia Pacific and Europe.

We invest in organizations taking a worker-centered approach to upskilling and career advancement in service of an equitable and prosperous future for all.

Impact measurement and management

We evaluate the impact of the Autodesk Foundation Work & Prosperity portfolio based on outcomes related to skills acquisition and inclusive access to quality jobs. Collecting and aggregating aligned metrics drives accountability across the portfolio and provides us with useful insights to drive toward industry change.

[→ Learn more](#) about Autodesk Foundation impact measurement and management.

Portfolio impact

Metrics	FY22
Individuals directly impacted (low-touch,* cumulative)	12,100,000
Individuals trained (high-touch)*	17,500
Certifications and credentials facilitated	13,800
People placed in new or improved jobs	13,500
Individuals with an annual income increase of \$5,000 or more	13,400

* Low-touch refers to individuals impacted through educational technology or learning platform solutions. High-touch refers to individuals who received formal training, either on the job or through job placement programs.

[→ Read](#) the Autodesk Foundation’s Future of Work impact brief.



Pallet

Private shelter that can be built in a day

As part of the Autodesk Foundation Work & Prosperity portfolio, we have made an investment in Pallet, a social purpose company that manufactures rapid-response shelter villages to provide private transitional housing in a community setting, while building a more equitable and inclusive manufacturing workforce. To date, Pallet has served thousands of unhoused people through over 60 shelter villages across 11 states.

Pallet’s panelized cabins can each be built in 30 minutes and require minimal training to install, offering cities, counties, states, and nonprofits cost-effective and high-quality housing units that provide safety, dignity, and community for unhoused people. Each village resident also has access to wrap-around support services, such as meals and case management, provided by local service providers. Pallet cabins are insulated, resistant to mold, rot, and pests, easy to clean, and can last more than 10 years.

[→ Learn more](#)



Image courtesy of Pallet



Image courtesy of ISAIC

ISAIC

is developing virtual training and on-demand machine repair in the manufacturing industry.

[→ Learn more](#)



Image courtesy of Revolution Workshop

Revolution Workshop

is building resilience by providing construction job training to Chicago's underserved communities.

[→ Learn more](#)



Image courtesy of Zinc VC

Zinc

is unlocking new opportunities for people hard hit by automation and globalization.

[→ Learn more](#)



Image courtesy of Franzi Charen

The Industrial Commons

is transforming the textile industry in the United States with a worker-centric manufacturing model.

[→ Learn more](#)



Image courtesy of Coalfield Development

Coalfield Development

is facilitating employment and economic transition in Appalachia.

[→ Learn more](#)



Autodesk Technology Centers

Autodesk Technology Centers catalyze new possibilities for making through the power of connection. They bring together a global network of innovation leaders (known as the Outsight Network), data-enabled fabrication workshops, and curated experiences to empower innovators in achieving the new possible. With physical sites in San Francisco, Boston, Toronto, and Birmingham, UK, the Technology Centers are a connection engine where resident teams can combine cross-industry or cross-continent collaboration with hands-on construction and fabrication. From exploring ideas on the future of design to testing new methods of production, industry teams within and outside of Autodesk can conduct speculative and thought-leading work pertaining to design and make technology.

To further enhance the exploration of innovative technologies that can be applied to design and make challenges, the Technology Centers were realigned to sit within Autodesk Research early last year. This shift enabled the Technology Centers and Autodesk Research to deepen their collaborations with Outsight Network residents on mutually beneficial and aligned opportunities that impact communities, industries, and Autodesk customers. By combining Autodesk Research expertise, collaboration across the Outsight Network, and the fabrication and production capabilities of Technology Center workshops, residents have been able to enhance and accelerate project outcomes. This multidimensional approach has made data exchange between Autodesk Research and residents more efficient, knowledge transfer more seamless, and the process to develop forward-thinking solutions more diverse and inclusive.

[→ Learn more](#)

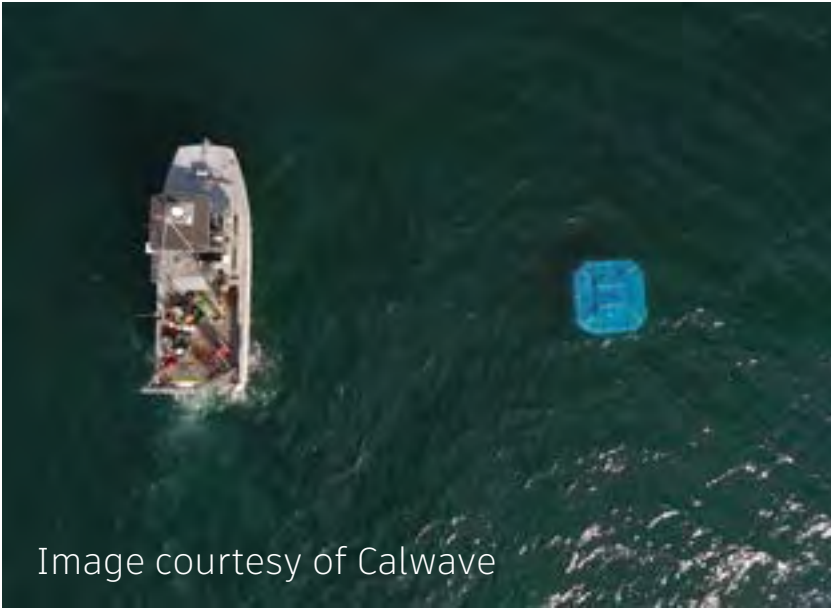


Image courtesy of Calwave



Image courtesy of JDRF



Image courtesy of Nia Technologies Inc.

Heirloom

Heirloom is a growing climate technology company on a mission to capture a billion metric tons of CO₂ from the earth’s atmosphere by 2035. Its “passive air contactor,” now in its third iteration, enhances the natural carbon mineralization process to help minerals absorb CO₂ from the ambient air in days, rather than years. This represents more than a

1,000-fold scale up of the company’s technology in less than 10 months. With the help of the Autodesk Technology Center, Heirloom is building out its capabilities, combining the best of engineering and nature to offer the most cost-effective and scalable direct air capture solution.

[→ Learn more](#)

Calwave

San Francisco–based Calwave harnesses the renewable power of ocean waves and is aiming to help reverse climate change and preserve global biodiversity. The company’s mission is to provide reliable and cost-effective ocean wave technologies for sustainable energy access. Calwave’s proprietary oceangoing device generates renewable energy by converting

wave power to electricity, even under extreme sea conditions. Last September, the team successfully commissioned an open ocean demonstration in California, and in January 2022, it was awarded \$7.5 million by the US Department of Energy to build and deploy a large farm wave energy site in Oregon.

[→ Learn more](#)

JDRF

JDRF Electromag’s mission is to conserve energy by making smart lighting accessible to all commercial buildings. The company’s Autonomy Sensor uses machine learning, edge computing, and data fusion to make smart lighting effortless and affordable, providing the commercial building industry with a universal solution that can reduce lighting-related

energy use by up to 50%. A novel indoor localization technology in the sensor uses near infrared (NIR) light to optimize the lighting arrangement in each room. Equipment and training available at the Autodesk Technology Center enabled rapid iterative development on a variety of NIR transmissive materials and complex geometries.

[→ Learn more](#)

Nia Technologies Inc.

Toronto-based Nia Technologies Inc. develops 3D PrintAbility, a hardware toolchain that enables clinicians to 3D print prosthetics for children in resource-poor countries. NiaFit, Nia’s 3D rectification software, helps users intuitively design custom-fitted assistive devices, and digital scanning and 3D printing speed up the production process. The Autodesk Technology Center supports these efforts by providing access

to expertise and knowledge in Fusion 360 so Nia can develop various mechanical components. A brand-new NiaFit workflow will enable users to digitally design and 3D print ankle foot orthoses, serving a large segment of the population that requires lower limb mobility assistance—and helping more children attend school, play with friends, and participate fully in their communities.

[→ Learn more](#)



Advance industries

Accelerate collaboration

Creating an inclusive future requires sustained commitment and partnership across industries and sectors. Ensuring the global workforce remains resilient in the face of increased adversity requires intensive collaboration. We are eager to continue working with customers, companies, governments, and civil society to achieve this vision. We have collaborated with global and regional organizations such as the World Economic Forum’s Reskilling Revolution, AfroTech, The Hidden Genius Project, and Humanmade to help industries adopt more inclusive business strategies—ensuring workers thrive long into the future. In 2021, Autodesk joined the Human Rights Coalition’s Business Coalition for the Equality Act, to support consistent and explicit federal anti-discrimination protections for LGBTQ people.

We are proud to be members of collaborative organizations, including:



Shape policies

Scaling up skills development for the future of work

We support policies that help workers take advantage of the new jobs and tasks that technology will create and broadly share the gains of technology across all racial and income groups. We believe that strong government investment in making the workforce future-ready is critical. This includes investing in training for industries critical to economic vitality, including construction and manufacturing, supporting public and private investment in quality short-term learning and upskilling, and funding career and technical education.

During fiscal year 2022, we led a [letter](#) along with about 120 other organizations, calling on the US Congress to support investment in workforce retraining and skills as part of any recovery legislation.

We believe that strong government investment in making the workforce future-ready is critical.

Advancing equal opportunity, diversity, and inclusion

As a company leading technological transformation, it is our responsibility to create opportunities for people from all backgrounds to participate and thrive in the future of work.

We support policies that:

- Promote safe, fair, and equitable workplaces free from discrimination.
- Increase opportunity and diversity in science, technology, engineering, arts, and mathematics (STEAM) fields and in digital design, construction, and manufacturing, and to promote the advancement of women and minorities into senior leadership positions within these industries.
- Enable the United States to attract a diverse pipeline of talent through immigration to support growth of the US economy.

During fiscal year 2022, we continued Autodesk’s commitment to [supporting students](#) from Historically Black Colleges and Universities. Through our partnership with the bipartisan Congressional HBCU Caucus, we welcomed a cohort of HBCU students to Autodesk and endorsed legislation to provide historic levels of federal funding for these institutions.

[→ Learn more](#)



Governance

The way we conduct our business is as important as the products we sell. We maintain robust and transparent processes to govern Autodesk as well as our impact strategy. We build trust with our employees, customers, investors, communities, and other stakeholders by acting with integrity and demonstrating strong and consistent values. As a technology company, protecting the privacy and security of our customers’ data through rigorous policies, systems, and practices is essential. More broadly, we promote human rights across our value chain. To drive progress across industries, we promote public policies that align with our impact opportunity areas in an open manner.



Corporate governance

Company strategy

Accountability

Trust

Privacy and data security

Ethics and compliance

Human rights

Suppliers and business partners

Public policy



Corporate governance

The Autodesk Board of Directors provides independent leadership in the exercise of its responsibilities. Our management oversees a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Our directors have a mix of critical skills and diverse perspectives, and their backgrounds include leadership roles in the technology industry, in academia, and internationally. Our Board consists of 10 members, of which 90% are independent and 50% are women.

We believe the highest standards of corporate governance and business conduct are essential to running our business in a sustainable manner, serving our stakeholders, and maintaining our integrity. We have devoted substantial attention to our corporate governance and have established policies such as our Corporate Governance Guidelines, which set forth the principles that guide our Board in overseeing corporate governance, maintaining its independence, evaluating its own performance, and setting corporate strategy. The Board reviews our governance practices, corporate governance developments, and stockholder feedback on a regular basis to ensure continued effectiveness.

Our Board is committed to ensuring that stockholder feedback informs our strong governance practices. Members of our management team and our Board participate in annual stockholder outreach to discuss topics such as diversity, sustainability, board composition, executive compensation, and governance. This outreach enables us to gather feedback from a cross section of Autodesk’s stockholder base, maintain an open dialog, and ensure

that we have an in-depth understanding of our stockholders’ perspectives. Our directors also engage with our employees in various ways throughout the year, developing direct relationships below the executive management level. For example, members of our Board attend Autodesk’s annual leadership meetings, participate in fireside chats with employees, and visit our technology centers and other facilities.

Regular continuing education programs enhance the skills and knowledge our directors use to perform their responsibilities. This includes internally and externally developed programs related to environmental, social, and governance issues.

To support effective corporate governance, our Board delegates certain responsibilities to its committees, who report on their activities to the Board. In 2022, the Corporate Governance and Nominating Committee and Compensation and Human Resources Committee began assisting our Board with oversight of ESG issues in the areas defined in their charters.

Learn more about corporate governance at Autodesk:

- ➔ [Corporate governance guidelines](#)
- ➔ [Committee charters](#)
- ➔ [Committee composition](#)
- ➔ [Autodesk executive bios](#)
- ➔ [Board of Directors bios](#)

Company strategy

Each year, relevant members of CEO staff drive our Strategic Intent and Strategic Realization processes to facilitate annual and long-term planning for the company. The Strategic Intent process focuses on understanding our business, customer, market, and industry dynamics to determine our multiyear intent for our business, product development, and go-to-market strategies. Through this process, we develop corporate goals and strategic intents in relevant areas, including Impact. Each goal has accountability from the relevant executive vice president, the CEO, and the Board.

Following Strategic Intent, our Strategic Realization processes focus on strategies and tactics to realize progress toward our long-term intent in the following year. [Our impact strategy](#) is a part of Autodesk’s annual strategy process and engages all aspects of our business. Throughout the Strategic Intent and Strategic Realization processes, Autodesk evaluates and considers general industry and planetary trends and shifts in market preferences, including issues related to climate change and sustainability, which cut across our three overarching impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity.

[Our impact strategy](#) is a part of Autodesk’s annual strategy process and engages all aspects of our business.

Accountability

We utilize our governance structure to help ensure coordination of Autodesk’s ESG efforts across all areas of our business. Our Board has oversight responsibility for ESG, with assistance from our Corporate Governance and Nominating Committee and our Compensation and Human Resources Committee in specific areas defined in their committee charters.

Ultimately, our CEO has the highest level of direct responsibility for driving progress in our impact opportunity areas of Energy & Materials, Health & Resilience, and Work & Prosperity. CEO staff reviews progress on Strategic Realization and relevant goals quarterly, including those related to our impact strategy. The Autodesk Board of Directors reviews annual Strategic Intent and Strategic Realizations and regularly reviews status. CEO staff and the Autodesk Board of Directors are informed annually by Autodesk’s Vice President, ESG and Impact, who oversees coordination of efforts across these impact opportunity areas.

Beginning in 2022, Autodesk’s ESG Steering Committee convenes quarterly to review and prioritize issues relevant to the company’s ESG strategy. The council comprises leaders from Finance, Legal, Human Resources, and Impact with accountabilities for ESG across the business. This group is responsible for ensuring that Autodesk assesses and addresses issues that are relevant and specific to our external ESG objectives, including materiality assessment, measurement, management, and disclosure.



Trust

Autodesk is committed to continually evolving and improving our practices to earn customer trust in how we handle their data. In doing so, we can innovate and create data-driven opportunities and solutions that are beneficial to customers and consumers.

Our approach includes:

- **Privacy** – We are committed to protecting the privacy of the personal data our customers entrust to us and to using this data to deliver insights and value back to them—not as a product to sell to others. Our approach to data privacy is centered on establishing trust, providing transparency, and enabling customer control for their data. [See Privacy.](#)
- **Data security** – We use a combination of process, technology, and security controls, and collaborate with industry partners to deliver a robust security program. We implement security policies based on industry best practices and regularly conduct internal and external audits, attestations, and third-party security assessments. [See Data security.](#)

- **Responsible use of AI/ML** – We are committed to using AI and ML responsibly to support our business and our customers. To that end, we have created a data ethics program and associated enablement function to assess AI projects and to ensure best practices are used in the development and deployment of these capabilities.
- **International data transfers** – We transfer data across borders to optimize the benefits of our products and services for customers and take measures to protect the privacy and security of these data flows.
- **Public policy** – We believe governments have a key role to play in ensuring responsible and ethical collection and use of data. We support and are engaged with governments in their efforts to develop public policies aimed at protecting data privacy, bolstering data security, ensuring private and secure international data transfers, fostering responsible development and use of AI and ML, and other key areas of trusted data practices.
- **Availability and recovery** – We believe availability and recovery are key ingredients to delivering high-quality products and services that customers want to buy and renew and continue to trust with their data.





Privacy and data security

The privacy and security of our customers’ data is critically important to Autodesk. We are committed to incorporating the core principles and requirements of applicable global laws into our global privacy and data protection program.

Privacy

We build privacy into our products, services, culture, and processes to keep pace with evolving regulations and customer expectations. We believe our customers should have choices regarding their data and we are committed to being transparent about what data we collect, and how it’s used, shared, and stored.

We follow Privacy by Design principles that govern the treatment of data owned by Autodesk or under our control. These are applied worldwide and reflected across the company in development plans, business plans, and day-to-day operations.

We follow Autodesk’s Privacy Principles (see box) and perform privacy impact assessments where personal data is collected or used. Our employees and contingent workers are required to comply with our privacy policies, standards and guidelines. We also provide our workforce with general and role-specific privacy training.

The [Autodesk Transparency Report](#) explains our policy on responding to requests for customer data by government agencies for law enforcement purposes, and provides statistics on the types of requests we receive and our responses.

Autodesk Privacy Principles

- Be transparent about our actions and intent.
- Present individuals with clear and actionable choices.
- Practice purposeful collection, use, and retention of data.
- Use data for the purposes for which it was collected.
- Share data with third parties only in limited and approved ways.
- Be accountable for enforcement of these Privacy Principles.

Autodesk privacy statements

- The [Autodesk Privacy Statement](#) explains how we handle personal data, how such data can be accessed and updated, and how we protect this data when interacting with third parties.
- The [Cookie Statement](#) describes the way we use cookies, tags, and pixels in our applications. It contains a link to a tool for users to set their cookie preferences.
- The [Children’s Privacy Statement](#) addresses how we collect, process, store, and delete children’s personal data.
- The [Candidate Privacy Statement](#) describes how we collect, process, store, and delete personal data about job applicants and prospective candidates.

Protecting consumer privacy and fostering emerging technologies

We support technology policies that enhance consumer trust, enable innovation, and promote global trade in technology products and services. This includes enacting a strong federal privacy law in the United States that gives consumers better information about, and control over, how their personal data is collected and used, enhances obligations on companies handling this data, and raises standards and provides consistent protections for consumers throughout the country.

We are a member of [BSA | The Software Alliance](#) and [Information Technology Industry Council \(ITIC\)](#) and support their work advocating for public policies that improve privacy protections.

[Learn more](#)

Data security

The Autodesk security framework was designed around industry standards to ensure consistent security practices, enabling us to build secure, run secure, and stay secure.

Autodesk implements security policies based on industry best practices. We regularly conduct internal and external audits, attestations, and third-party security assessments to monitor changes in the environment, test our policies and procedures, and identify new and emerging risks. We meet our obligations under the General Data Protection Regulation and the California Consumer Privacy Act. [Read FAQs](#).

We continuously monitor the environment for threats and take detective, corrective, and protective measures to ensure a swift response when incidents do occur. Autodesk Security responds to any [security incidents or vulnerabilities](#) detected internally or reported through external parties, and we publish [security bulletins and advisories](#) regarding vulnerabilities that could adversely affect Autodesk products or services. Our systems are designed to be scalable and resilient, to ensure [availability](#) to customers.

We have selected industry standard attestations and certifications for our products—SSAE-16 AT 101 SOC 2 attestation, ISO 27001, ISO 27017, and ISO 27018 certifications.

[→ See a detailed summary](#) of attestations and certifications associated with Autodesk products and services.

Build secure

Embedding security into our products is a critical part of securing our customers’ investment in Autodesk products and services.

We build security into our products and services from the ground up.

Run secure

Securing our infrastructure is another critical way that we protect the confidentiality, integrity, and availability of our customers’ information.

We also build security directly into our products and deployment infrastructure.

Stay secure

Gaining visibility into our environment offers us valuable insight into persistent suspicious activity, active security incidents, and ongoing exploits impacting Autodesk and our customers.

We take proactive steps to defend against these threats with the appropriate incident response.



Ethics and compliance

At Autodesk, we recognize that every group and individual involved in our business, from our investors to our resellers to our customers and coworkers, holds a stake in the future of our company. Our success comes from our shared commitment to acting as One Team. Delivering on that commitment requires that our relationships with each other be founded on trust and respect, which we must earn every day by always adhering to the highest standards of ethical business conduct.

Our [Code of Business Conduct](#) (COBC), last updated in February 2022, articulates standards of conduct meant to ensure we do what’s right for all our stakeholders and is aligned with our [Culture Code](#).

During the first quarter of each fiscal year, all Autodesk officers and active employees, including those of our global subsidiaries, are required to review and reaffirm their commitment to the COBC and complete COBC training. For fiscal year 2022, 100% of active employees completed this requirement.¹

Our COBC includes instructions for reporting potential violations of the law or Autodesk policy. [Autodesk’s Business Ethics and Compliance Hotline](#) enables employees and third parties to report suspected violations for investigation and resolution.

We are committed to complying with all applicable anticorruption laws and regulations. This includes the US Foreign Corrupt Practices Act, the UK Bribery Act, and any similar local regulations in the areas where we operate. Partners must abide by these same standards while conducting business with or on behalf of Autodesk.

We require periodic anticorruption training for all employees and additional specialized anticorruption training for employees who work in roles of heightened risk.

Human rights

Autodesk promotes human rights wherever it does business. The [Autodesk Human Rights Policy](#) describes our commitments in this area, as well as how we promote human rights among our employees, suppliers, business partners, and customers.

Autodesk supports and upholds human rights as outlined in the International Bill of Human Rights, which includes the [Universal Declaration of Human Rights](#), the [International Covenant on Civil and Political Rights](#), and the [International Covenant on Economic, Social, and Cultural Rights](#). We also support the rights described in the [ILO Declaration on Fundamental Principles and Rights at Work](#).

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View our [Conflict Minerals Policy](#) and [Autodesk Limited’s Statement on Countering Slavery and Human Trafficking](#).

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Learn more about our approach and performance in areas related to human rights such as [diversity and belonging](#), [employee health and safety](#), and [privacy and data security](#). Autodesk Foundation also supports human rights through investments that drive progress related to [Energy & Materials](#), [Health & Resilience](#), and [Work & Prosperity](#).

Suppliers and business partners

Our [Partner Code of Conduct](#), expanded in 2022, outlines the standards and practices we require our business partners, including suppliers, vendors, channel partners, and others to follow while conducting business with or on behalf of Autodesk. It also specifies that business partners must support internationally recognized human rights and comply with all applicable laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor. We also require our partners to support fair labor practices. If business partners don't abide by the Partner Code, they are subject to a range of actions, up to termination of their relationship with Autodesk.

The Partner Code also promotes [supplier diversity](#), and encourages our US-based suppliers and vendors to certify as diverse suppliers (if applicable), develop their own supplier diversity programs, and support diverse businesses. To drive GHG emissions reduction in our supplier base, the Partner Code encourages our business partners to implement environmental management systems, report GHG emissions to CDP annually, and set [science-based targets](#) by 2026.

To embed responsible sourcing into our procurement process, in 2022 we are introducing environmental, social, and governance questions into our request for proposal (RFP) process and are providing training to relevant sourcing teams on these requirements. This covers information about fair labor, human rights, GHG emissions, and science-based targets for all RFPs globally, and questions about supplier diversity for RFPs in the United States. In addition, we have added questions about sustainable business practices to RFPs worldwide related to IT infrastructure, IT hardware, facilities, marketing, events, and travel.

Public policy

Autodesk advocates for public policies around the world that enable people to design and make a better world for all. We champion public policies in the following areas:

- [Enabling more sustainable construction and manufacturing](#)
- [Advancing digital transformation in the manufacturing and architecture, engineering, and construction industries](#)
- [Protecting consumer privacy and fostering emerging technologies](#)
- [Investing in climate change–resilient buildings and infrastructure](#)
- [Improving water management, resiliency, and cleanliness](#)
- [Scaling up skills development for the future of work](#)
- [Advancing equal opportunity, diversity, and inclusion](#)

Autodesk does not contribute to individual political candidates. We have a longstanding global policy prohibiting contributions at any level. The company does not have a political action committee. Rarely, Autodesk may engage with 501(c)4s or on ballot measures, and we publicly disclose those engagements.

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Reflecting enhanced public disclosure of our political engagement and a new Board of Directors oversight policy, Autodesk rose to the First Tier of companies in the [2021 CPA-Zicklin Index of Corporate Political Disclosure and Accountability](#). Our score of 85.7 (out of 100) was 38.3 points above the IT sector average.

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[Learn more](#) about our public policy efforts, political contributions policy, required disclosures such as lobbying reports, and a list of trade associations, think tanks, and other organizations we belong to that advance important company interests and public policy goals.



Appendix

Impact strategy assessments

Data summary

Sustainability-enabling solutions

United Nations Global Compact index

United Nations Sustainable Development Goals index

Sustainability Accounting Standards Board index

Endnotes



Image courtesy of Kalyani Group



Impact strategy assessments

Climate scenarios analysis and Enterprise Risk Management

In 2021, Autodesk worked with BSR to conduct an analysis to stress-test the company's business strategy against a set of three climate scenarios, to improve our understanding of possible implications for our long-term business and sustainability objectives.

To begin, the team interviewed internal stakeholders across Autodesk to identify key environmental, social, economic, political, and technological trends that are shaping the company's future operating context. Research deepened our understanding of these and related trends.

We then tailored three publicly available 2030 climate scenarios developed for the We Mean Business coalition to reflect industry and geographic trends relevant to Autodesk. These scenarios—ranging from ~1.5° C to ~4° C of temperature increase—illustrate plausible transition and physical risks.

Through a workshop with internal Autodesk stakeholders, we identified the potential risks and opportunities for each climate scenario and tested our business strategy against different future possibilities. Based on those insights, we discussed ideas to enhance Autodesk's resilience, refine our business strategy, and manage climate-related risks. This exercise has enabled our team to further implement the recommendations of the Task Force on Climate-related Financial Disclosures.

This analysis has also facilitated a fundamental change in Autodesk's approach to our Enterprise Risk Management (ERM) program, which we use as a platform to identify the 15–20 enterprise-level risks that could impact the company's ability

to realize our strategic objectives over a 3–5-year horizon. We perform a biannual assessment with participation from our most senior leaders across all business functions, as well as our Board of Directors and CEO staff. Based on qualitative and quantitative criteria, we assess each risk to determine potential impact, likelihood, and Autodesk's preparation to manage that risk. We then calculate a cumulative score to determine the top four to six risks for CEO and Board review and approval.

Detailed risk profiles are then prepared and updated for each top risk to further describe criteria such as risk amplifiers, root causes, existing control mechanisms, risk consequences, and a target state definition of success. We then develop action plans to articulate key programmatic initiatives that will better mitigate the potential impacts of each risk. These plans and strategies are shared with CEO staff and the Board every six months. In the future, the ERM assessment process will consider how climate impacts could affect and potentially amplify the overall significance of each identified risk and opportunity.

Materiality assessment*

In 2020, before the COVID-19 pandemic, BSR conducted a materiality assessment for Autodesk in the context of updating our impact policies. Inputs included internal interviews with experts, internal assessments, executive workshops, industry assessments, and external benchmarks. Through this process, BSR developed an extensive list of issues. It assessed each based on the importance to sustainability and the influence on Autodesk's business success, and determined the following list of important impact issues for the company.

Important issues identified (in alphabetical order)

- Board compensation, independence, and diversity
- Business resilience and adaptation
- Climate change risk, resilience, and adaptation
- Collaborative industry partnerships for sustainability
- Company energy use and climate change
- Customer satisfaction
- Data protection and security
- Digital inclusion and access
- Employee health, safety, and wellness
- Ethical business practices and compliance
- Global diversity and inclusion
- Improper use/sale of ICT
- Inclusive supply chains
- Intellectual property rights
- Local sustainability impacts
- Product energy efficiency
- Public policy and partnerships
- R&D and local innovation
- R&D partnerships
- Responsible marketing
- Social application of ICT
- Sustainable product design/product stewardship
- Systemic risks from technology disruptions
- Talent acquisition, retention, development, and growth
- Technology in communities/ICT enablement
- Transparency and reporting

On an ongoing basis, we also continue to take into account geo-political risks, macroeconomic trends, and evolving policy environments that impact our efforts and progress across the broad range of ESG issues.

* Our ESG reporting describes those topics which we consider to be the most important to stakeholders when evaluating environmental, social, and governance issues at Autodesk. Therefore, ESG materiality in our reporting does not directly correspond to the concept of materiality used in securities law.

Customer research and insight

We conduct research on our customers’ ESG commitments and goals to better understand and address their needs. Recent analysis demonstrates high and increasing commitment across a broad range of ESG topics, including climate action, diversity and belonging, and others.

UN Sustainable Development Goals prioritized by Autodesk customers*

SDG	UN Sustainable Development Goal	FY20	FY23
	Climate Action	69%	84%
	Responsible Consumption and Production	65%	71%
	Affordable and Clean Energy	64%	64%
	Industry, Innovation, and Infrastructure	65%	65%
	Sustainable Cities and Communities	50%	56%
	Decent Work and Economic Growth	46%	70%
	Gender Equality	35%	60%

	FY20	FY23
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Named accounts[†]

Commitment to sustainability on website	84%	92%
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Commitment to UN SDGs	37%	61%
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Published sustainability report within past 18 months with progress against goals	46%	65%
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Mid-market customers[‡]

Commitment to sustainability on website	19%	69%
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Commitment to UN SDGs	7%	35%
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Published sustainability report within past 18 months with progress against goals	10%	46%
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* Percentage of customers assessed with a goal in each area. Percentage in FY20 is based on a fiscal year 2020 Autodesk assessment of more than 1,300 customers’ public sustainability goals, spanning industries, geographies, and sizes. Percentage in FY23 is based on a fiscal year 2023 Autodesk assessment of more than 2,300 customers’ public sustainability goals, spanning industries, geographies, and sizes.

† Named accounts are Autodesk’s largest accounts with multiple customer contacts and strategic relationships. These large companies have global operations and are leaders in their industries. Based on Autodesk assessments of 100% of named accounts in fiscal year 2020 and in fiscal year 2023, spanning industries and geographies.

‡ Mid-market customer characteristics vary widely, with operations ranging from regionally focused to multi-national. Based on Autodesk assessments of 517 mid-market customers in fiscal year 2020 and more than 1,835 mid-market customers in fiscal year 2023, spanning industries and geographies.



Data summary

1 Data are calculated using the market-based accounting method. Autodesk's fiscal year 2022 greenhouse gas verification statement can be accessed [here](#).

2 In fiscal year 2021, the fleet emissions estimation methodology was refined to reflect vehicle specific emissions factors. All data reported align with the fiscal year 2021 methodology.

3 All electricity data are calculated using the market-based accounting method, which takes into account purchased renewable energy credits.

4 These emissions are calculated using industry-specific emissions factors in conjunction with Autodesk's spend. All spend-based data reported use the US EPA's supply chain greenhouse gas emissions factors.

5 In fiscal year 2021, the fuel- and energy-related activities (FERA) emissions calculation methodology was refined to use market-based factors for the electricity-related emissions. All data reported align with the fiscal year 2021 methodology.

6 Operational waste emissions have been updated to use US EPA WARM factors for all years. Actual waste data at some of Autodesk's larger sites are extrapolated to represent all Autodesk sites.

7 Business travel emissions have been calculated using actual data and Autodesk's spend. All air travel data are based on flights flown (rather than transactions). These emissions also reflect the emission reductions from sustainable aviation fuel (SAF) purchases, calculated according to SBTi aviation sector guidance.

8 In fiscal year 2021, remote worker greenhouse gas emissions were included. All commute data reported include remote worker greenhouse gas emissions. To estimate home office energy consumption, we follow the Work from Home methodology "No Survey" approach that was developed by Anthesis.

9 A value of zero indicates that the emissions were less than 0.5 metric tons CO₂e and are rounded to zero in this table.

10 Scope 3 indirect energy reported includes energy from remote work, events, cloud, data centers, and fuel- and energy-related activities (FERA).

11 Scope 3 indirect electricity represented includes electricity from remote work, events, cloud, data centers, and fuel- and energy-related activities (FERA). In fiscal year 2022, the electricity transmission and distribution losses associated with FERA were added and previous years restated. Beginning in fiscal year 2021, the electricity from remote work was added and previous year restated.

12 Gold Standard certified carbon offsets were applied to Scope 1, 2, and 3 emissions.

13 LEED certifications as of January 31, 2022, include facilities in Beijing, China; Milan, Italy; Tel Aviv, Israel; Singapore; and the following in the United States: San Francisco, California; Boston, Massachusetts. The reduction in LEED-certified facilities since fiscal year 2020 was due to COVID-19-related site closures.

14 Fiscal year 2020 and fiscal year 2021 restated based on refined data.

15 Includes waste from major conferences and facilities. Data are extrapolated to our full real estate portfolio based on square footage of sites where data are available. All major conferences were held virtually in fiscal year 2022. Fiscal year 2021 restated to account for actual data received after the publication of previous Impact Report.

16 In fiscal year 2022, Autodesk did not receive any significant environmental violations—defined as violations that incur significant monetary fines or nonmonetary sanctions. Autodesk received two minor environmental citations that did not result in any monetary fines or non-monetary sanctions.

Carbon footprint

	FY2020	FY2021	FY2022
Greenhouse gas (GHG) emissions [metric tons CO ₂ e] (Market-based) ¹	229,000	126,000	103,000
Scope 1: Direct emissions from owned/controlled operations [metric tons CO ₂ e] ²	983	867	589
Scope 2 Market-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO ₂ e] ³	101	102	97
Scope 2 Location-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO ₂ e]	11,100	10,200	9,000
Scope 3: Upstream [metric tons CO ₂ e]	228,000	125,000	102,000
Purchased goods and services ^{3,4}	78,800	65,200	69,400
Capital goods ⁴	27,100	30,500	17,200
Fuel- and energy-related activities (not included in Scope 1 or Scope 2) ⁵	919	802	135
Transportation and distribution ⁴	6,650	5,900	5,440
Waste generated in operations ⁶	2,060	526	1,480
Business travel ^{4,7}	96,300	17,800	4,030
Employee commuting ^{3,8}	17,700	4,470	4,150
Leased assets ⁴	67	92	78
Scope 3: Downstream [metric tons CO ₂ e] ⁹	4	2	0
Transportation and distribution ⁹	3	1	0
End-of-life treatment of sold products ⁹	1	0	0
GHG emissions intensity [metric tons CO ₂ e/million US\$ revenue]	52	33	23
GHG emissions intensity [metric tons CO ₂ e/employee]	17	11	8
GHG emissions intensity [metric tons CO ₂ e/1,000 active square feet]	75	52	43
Energy use [MWh]	85,600	118,000	118,000
Direct energy use (Scope 1)	4,380	3,890	1,050
Indirect energy use (Scope 2)	32,300	29,400	25,200
Other indirect energy use (Scope 3) ¹⁰	49,000	84,600	91,700
Renewable electricity purchases (for all indirect energy use) [MWh]	55,700	91,600	94,800
Renewable electricity [as a percent of indirect energy use from electricity (Scope 2)]	100%	100%	100%
Renewable electricity [as a percent of total indirect energy use from electricity] ¹¹	74%	100%	100%
Carbon offset from other projects [metric tons CO ₂ e] ¹²	69,000	126,000	103,000
Carbon offsets [as a percent of total Scope 1, 2, and 3 GHG market-based emissions]	30%	100%	100%
Number of facilities with LEED certifications ¹³	15	14	12
Buildings with LEED certification [as a percent of total active square footage] ¹⁴	23%	21%	14%
Waste generation [metric tons] ¹⁵	6,570	1,550	4,620
Landfill diversion rate	0.53	0.50	0.52
Environmental violations and fines ¹⁶	0/\$0	0/\$0	0/\$0



Employees

	FY2020	FY2021	FY2022
Number of employees ¹	10,200	11,500	12,300
Regional breakdown of employees [percent of employees] ¹			
Americas	55.0%	54.1%	52.1%
Asia Pacific	22.6%	23.9%	25.0%
Europe, Middle East, Africa	22.4%	22.0%	22.9%
Total turnover [percent of employees] ¹	13.1%	7.1%	14.0%
Voluntary turnover [percent of employees] ¹	9.5%	5.1%	11.1%
Employee engagement [score 1–100] ²	79	83	82
Training budgeted per employee globally, approximate [US\$]	\$1,000	\$1,050	\$1,097
Incident rates ³			
Recordable incident rate	0.2	0.02	0.00
Days away, restrictions, and transfers (DART) rate	0.05	0.00	0.00
Fatalities	0	0	0
Gender diversity ¹			
Overall workforce			
Male	66.5%	65.4%	64.9%
Female	33.4%	34.5%	35.0%
Choose not to state	0.1%	0.1%	0.1%
Board			
Male			50.0%
Female			50.0%
Choose not to state			0.0%
Leadership ⁴			
Male	68.0%	68.1%	67.0%
Female	32.0%	31.9%	33.0%
Tech workforce ⁵			
Male	79.6%	78.1%	77.0%
Female	20.3%	21.8%	23.0%
Choose not to state	0.1%	0.1%	0.0%
Sales workforce ⁶			
Male	73.1%	71.6%	70.0%
Female	26.5%	28.2%	29.9%
Choose not to state	0.4%	0.2%	0.1%
Workforce hired in last 12 months			
Male	61.7%	59.6%	59.9%
Female	37.7%	39.4%	39.9%
Choose not to state	0.6%	1.0%	0.2%

	FY2020	FY2021	FY2022
US ethnic diversity ^{1,7}			
US workforce			
White	66.0%	63.7%	62.6%
Asian	23.0%	24.2%	24.6%
Hispanic or Latino	6.5%	6.6%	7.0%
Black or African American	1.7%	2.5%	2.9%
Native American or Alaska Native	0.3%	0.3%	0.3%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%
Two or More Races	2.2%	2.4%	2.3%
Not specified	0.0%	0.1%	0.1%
US leadership ⁴			
White	77.6%	75.7%	73.8%
Asian	16.4%	17.6%	18.8%
Hispanic or Latino	2.9%	3.6%	3.8%
Black or African American	1.4%	1.3%	1.4%
Native American or Alaska Native	0.3%	0.3%	0.2%
Two or More Races	1.4%	1.5%	2.0%
Not specified	0.0%	0.0%	0.0%
US tech workforce ⁵			
White	51.5%	51.1%	51.2%
Asian	41.0%	41.4%	41.3%
Hispanic or Latino	4.1%	4.0%	4.2%
Black or African American	1.1%	1.5%	1.5%
Native American or Alaska Native	0.1%	0.1%	0.0%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.1%
Two or More Races	2.0%	1.6%	1.7%
Not specified	0.0%	0.1%	0.1%
US sales workforce ⁶			
White	83.7%	82.1%	79.2%
Asian	4.5%	4.3%	5.7%
Hispanic or Latino	7.1%	7.2%	7.5%
Black or African American	2.4%	3.8%	4.8%
Native American or Alaska Native	0.6%	0.6%	0.6%
Two or More Races	1.7%	1.8%	1.7%
Not specified	0.0%	0.2%	0.5%
US workforce hired in last 12 months			
White	61.5%	54.1%	55.8%
Asian	25.7%	29.4%	25.9%
Hispanic or Latino	7.4%	6.3%	7.1%
Black or African American	2.7%	5.9%	7.9%
Native American or Alaska Native	0.1%	0.5%	0.4%
Native Hawaiian or Pacific Islander	0.4%	0.0%	0.3%
Two or More Races	2.1%	3.2%	2.7%
Not specified	0.1%	0.7%	0.0%

1 Data are as of the end of the fiscal year noted. Includes regular employees only. Fixed-term employees and interns are excluded.

2 Represents the average employee engagement score over three pulses during a given fiscal year. The engagement score is on a scale of 1–100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis. Fiscal year 2022 corresponds to calendar year 2021, and so forth.

3 For consistency, we use US Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates. Data reflect injuries and illnesses at all sites worldwide, and are reported on a calendar year basis. Fiscal year 2022 corresponds to calendar year 2021, and so forth.

4 Leadership as defined as Director and above roles.

5 Tech workforce as defined according to Radford categorization. Autodesk's fiscal year 2022 verification statement for the percentage of women in the tech workforce can be accessed [here](#).

6 Sales workforce as defined according to Radford categorization.

7 Some historical data were restated to reflect an enhanced calculation methodology. In addition, the subcategories "Native American or Alaska Native," "Native Hawaiian or Pacific Islander," "Two or More Races," and "Not specified" were added to improve transparency.



Philanthropy

	FY2020	FY2021	FY2022
Autodesk, Inc. and Autodesk Foundation monetary contributions [US\$] ¹	\$9,700,000	\$16,800,000	\$18,500,000
Company product donations [US\$] ²	\$39,900,000	\$28,900,000	\$41,300,000
Employee giving [US\$]	\$1,400,000	\$2,400,000	\$2,900,000
Foundation match of employee giving of time and money [US\$] (also included in the “Autodesk, Inc. and Autodesk Foundation monetary contributions” line above)	\$1,600,000	\$2,900,000	\$2,700,000
Employee volunteer hours ³	29,700	21,700	23,100
Value of employee volunteer hours [US\$] ⁴	\$760,000	\$590,000	\$1,300,000
Employee Pro Bono Consulting volunteer hours (provided to nonprofits and impact-related startups; also included in the “Employee volunteer hours” line above)	4,320	6,730	5,400
Value of employee Pro Bono Consulting volunteer hours (also included in the “Value of employee volunteer hours” line above) [US\$] ⁵	\$550,000	\$1,000,000	\$810,000

1 Data reflects combined monetary giving from Autodesk, Inc., and the Autodesk Foundation.

2 Autodesk calculates its product donations at commercial value. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community.

3 Autodesk does not track what percentage of employee volunteer activities take place during company time. For fiscal year 2020 and fiscal year 2021, some employee Pro Bono Consulting volunteer hours are included in this total. For fiscal year 2022, all 5,400 employee Pro Bono Consulting volunteer hours are included in this total.

4 Value of volunteer hours aligns with annual valuation from Independent Sector (\$28.54 per hour was indexed in 2021). Value of employee Pro Bono Consulting volunteer hours (also included in this total) is based on hourly rates for various skills cited by CECF. For fiscal year 2020 and fiscal year 2021, some employee Pro Bono Consulting volunteer hours are included in this total. For fiscal year 2022, all 5,400 employee Pro Bono Consulting volunteer hours are included in this total.

5 Value of employee Pro Bono Consulting volunteer hours is based on hourly rates for various skills cited by CECF. For fiscal year 2020 and fiscal year 2021, some of the amount stated is included in the “Value of employee volunteer hours” row above. For fiscal year 2022, all \$810,000 is included in the “Value of employee volunteer hours” row above.



Sustainability-enabling solutions

Architecture, Engineering & Construction

Autodesk solutions for architecture, engineering, and construction enable our customers to achieve more sustainable outcomes by utilizing insights and optimizing efficiencies from the earliest stages of design and allowing data to flow across the project lifecycle. These solutions help our customers address challenges associated with energy and carbon reduction, climate adaptation, water management, materials use, and waste reduction.

Autodesk Construction Cloud®, Autodesk® AutoCAD®, CFD, Civil 3D®, Fabrication CAMduct™, FormIt®, FormIt® Pro, Info360™, InfoDrainage™, InfoWater® Pro, InfoWorks® ICM, InfraWorks®, Innovyze®, Insight, Navisworks®, ReCap®, Revit®, Robot Structural Analysis Professional, and Spacemaker®

Building design and engineering

- Design high-performance buildings
- Optimize total carbon efficiencies
 - Reduce embodied carbon through design and material specification
 - Conduct energy analysis at key project stages
 - Optimize HVAC system design
- Use clash detection during design to reduce waste in construction
- Plan for smart decommissioning and materials recovery
- Improve structural material efficiency
- Optimize site planning with AI to make informed choices around daylight, noise, sun, and wind
- Help mitigate the urban heat island effect with microclimate analysis

Infrastructure

- Plan and design infrastructure for resilience and adaptation to climate change
- Visualize projects in context of the surrounding built and natural conditions
- Perform simulations to assess environmental and social impacts of designs
- Conduct traffic flow and mobility impact studies
- Evaluate scenarios for grading optimization to minimize material waste and optimize movement of dirt
- Optimize outcomes for inland and coastal flooding projects
- Manage bioretention and green stormwater infrastructure
- Reduce roadway embodied carbon and natural resource inputs
- Optimize water drainage network and pipes to mitigate flooding
- Turn stormwater into a resource by designing sustainable urban drainage reservoirs for water reuse
- Forecast storm and sewer surge events to ensure safety during construction
- Model water distribution systems to enable clean drinking water reaches homes
- Model and simulate sewer collection, wastewater treatment plants, and other water quality–related systems
- Use real-time, actionable insights to enhance service reliability
- Help prepare for emergencies and maintenance schedules

Construction

- Reduce embodied carbon through low-carbon material procurement
- Minimize waste in MEP fabrication and installation
- Improve flow, reduce waste, and drive continuous improvement with end-to-end lean construction technology
- Seamlessly integrate prefabrication into projects
- Help improve worker health and safety
- Avoid rework and prevent waste by always working from the right plans and docs
- Increase precision to maximize built performance



Sustainability-enabling solutions

Design & Manufacturing

Autodesk solutions for design and manufacturing enable our customers to achieve more sustainable outcomes by utilizing insights and optimizing efficiencies from the earliest stages of design and allowing data to flow across the project lifecycle. These solutions help our customers address challenges associated with energy consumption, emissions reduction, materials use, and waste reduction.

Autodesk® AutoCAD®, Factory Design Utilities, Fusion 360®, Inventor®, Vault

Materials efficiency and circularity

- Improve materials efficiency, create lighter products, and reduce waste with generative design
- Consolidate components for easier assembly/disassembly and reduced inventory with generative design
- Explore and select sustainable materials with generative design
- Nest pieces to optimize flat sheet cutting and reduce waste
- Optimize material yield
- Optimize additive manufacturing print settings for materials efficiency and quality, and minimize waste
- Minimize waste by repairing parts with hybrid manufacturing
- Analyze tolerances to increase quality and reduce scrap
- Reduce redundant part creation or ordering through geometric duplicate detection and part standardization
- Reduce machining cost and waste while maintaining proper fit with tolerance analysis
- Design for durability with enhanced FEA simulations

Energy efficiency and smart manufacturing

- Design, simulate, and create energy-efficient electronics and machines with electronics and electronic cooling simulation
- Reduce energy use in production by optimizing machine runtime and cooling cycles with injection molding
- Plan and validate factory layouts to maximize production performance and resource use

Responsible supply chain

- Audit suppliers to help ensure product quality and compliance
- Increase quality through failure analysis and reports
- Comply with regulations with materials and supplier declaration



United Nations Global Compact index

In 2011, Autodesk endorsed the United Nations (UN) Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption. This Impact Report and the policies and codes we’ve posted online serve as our Communication on Progress for fiscal year 2022 and describe how we are integrating these principles into our business. The table indicates where relevant content can be found. In 2015, Autodesk also endorsed Caring for Climate—an initiative led by the UN Global Compact, the UN Environment Programme, and the secretariat of the UN Framework Convention on Climate Change—aimed at advancing the role of business in addressing climate change. Information about Autodesk’s progress against the Caring for Climate commitments can be found in the Climate change section and in the company’s CDP submission.

“We endorse the principles of the United Nations Global Compact, which align with our company values to operate ethically and responsibly. We support collective action to address global challenges, such as climate change, corruption, and human rights and labor abuses, and we embrace our role as a corporate citizen to make a positive impact in these areas.”

Andrew Anagnost, President and Chief Executive Officer, Autodesk

UN Global Compact principle	Response
Human rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Suppliers and business partners ; Human rights ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct
Principle 2: make sure that they are not complicit in human rights abuses.	Suppliers and business partners ; Human rights ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Suppliers and business partners ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct
Principle 4: the elimination of all forms of forced and compulsory labor;	Suppliers and business partners ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct
Principle 5: the effective abolition of child labor; and	Suppliers and business partners ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct
Principle 6: the elimination of discrimination in respect of employment and occupation.	Diversity and belonging ; Suppliers and business partners ; Human rights ; Autodesk Code of Business Conduct ; Autodesk Human Rights Policy ; Autodesk Partner Code of Conduct Autodesk does not tolerate discrimination or harassment based on a person’s race, color, creed, religion, national origin, citizenship, age, gender, sexual orientation, marital status, mental or physical disability, or any other classification protected by law. This protection applies to all Autodesk employees and contingent workers worldwide. We require all employees globally to complete harassment training at hire and at least every two years thereafter.
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Driving net-zero carbon emissions ; Our carbon footprint
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Driving net-zero carbon emissions ; Our carbon footprint ; Autodesk CDP submission ; Autodesk endorsement of Caring for Climate
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Driving net-zero carbon emissions ; Our carbon footprint ; Autodesk CDP submission ; Autodesk endorsement of Caring for Climate
Anticorruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and compliance ; Autodesk Code of Business Conduct ; Autodesk Partner Code of Conduct



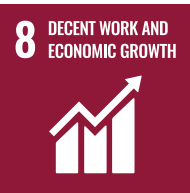






United Nations Sustainable Development Goals index

The United Nations Sustainable Development Goals (SDGs) provide an important framework to drive social, environmental, and economic progress globally.

Although Autodesk addresses all 17 goals to varying degrees, we focus particularly on the following goals to maximize our positive impact with our customers and through our products, operations, and philanthropic activities.

United Nations Sustainable Development Goals

SDG	Description
	<p>Autodesk helps customers worldwide address a broad range of water-related issues and increase the resilience of global water infrastructure. Through the Autodesk Foundation, we support nonprofits and startups working to improve access to fresh drinking water in remote communities.</p> <p>Customer story: Bristol Water keeps drinking water safe with the help of InfoWorks WS Pro</p> <p>Learn more: Health & Resilience: Partner with customers; Health & Resilience: Advance industries</p>
	<p>We are committed to using 100% renewable energy in our operations, and to helping customers develop buildings, infrastructure, and products that are energy efficient and accelerate the use of clean energy. Complementing these efforts, we support nonprofits and startups working to expand access to renewable energy.</p> <p>Customer story: Every design has an impact. Total carbon management helps make it a positive one.</p> <p>Learn more: Energy & Materials: Improve our operations; Energy & Materials: Partner with customers; Energy & Materials: Advance industries</p>
	<p>We invest in our employees, customers, and communities, to put people at the center of the future of work transformation. Diversity fuels our innovation and belonging unites us in our shared mission to help people imagine, design, and make a better world.</p> <p>Customer story: How industry and academia work together to improve students' skillsets</p> <p>Learn more: Work & Prosperity: Improve our operations; Work & Prosperity: Partner with customers; Work & Prosperity: Advance industries</p>
	<p>We collaborate with customers, nonprofits, and startups to create infrastructure designed to better withstand natural disasters and the impacts of climate change, and products, buildings, and entire cities that foster healthy and resilient communities. We support more inclusive and sustainable industries through our business operations and products.</p> <p>Customer story: Earthquake-prone city in the clouds needs the cloud to protect homes and families</p> <p>Learn more: Health & Resilience: Partner with customers; Health & Resilience: Advance industries; Diversity and belonging</p>
	<p>Urban centers will play a pivotal role in sustainability in the coming decades, as populations continue to swell. We collaborate with customers to design, build, and maintain more sustainable, safe, and resilient cities, and we support nonprofits and startups to drive innovation in this area.</p> <p>Customer story: Fjord City brings unique design to sustainable development in Norway and sets a new standard for urban regeneration</p> <p>Learn more: Energy & Materials: Partner with customers; Energy & Materials: Advance industries; Health & Resilience: Partner with customers; Health & Resilience: Advance industries</p>
	<p>We are working to drive progress toward a future with minimal pollution and waste, where materials maintain value while cycling through a circular economy. We equip our customers, nonprofits, and startups to better understand the impact of design and make decisions on materials use, supporting them to make choices that benefit their companies, communities, and the world.</p> <p>Customer story: Discovering generative design for CNC milling</p> <p>Learn more: Energy & Materials: Improve our operations; Energy & Materials: Partner with customers; Energy & Materials: Advance industries</p>
	<p>Autodesk is a net-zero GHG emissions company across our business and value chain, beginning in fiscal year 2021, and we are driving progress toward new science-based GHG emissions reduction targets. We collaborate with customers, nonprofits, and startups to develop innovative solutions and help tackle climate change.</p> <p>Customer story: Recycling carbon fiber reduces carbon emissions</p> <p>Learn more: Energy & Materials: Improve our operations; Energy & Materials: Partner with customers; Energy & Materials: Advance industries</p>



Sustainability Accounting Standards Board index

This index includes and references information related to the Software & IT Services Sustainability Accounting Standard.

Topic	Reference Code	Metric	Response
Environmental Footprint of Hardware Infrastructure	SASB TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data summary: Carbon footprint
	SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Driving net-zero carbon emissions ; Our carbon footprint
Data Privacy and Freedom of Expression	SASB TC-SI-220a.1	Policies and practices relating to behavioral advertising and user privacy	Autodesk Privacy Statement ; Autodesk Cookie Statement
	SASB TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Autodesk FY2022 Annual Report
	SASB TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Autodesk Trust Center – Data Protection and Privacy
	SASB TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Autodesk Trust Center – Data Protection and Privacy
Data Security	SASB TC-SI-230a.1	Security incidents	Autodesk Trust Center – Incident Response
	SASB TC-SI-230a.2	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Autodesk Trust Center
Recruiting and Managing a Global, Diverse and Skilled Workforce	SASB TC-SI-330a.1	Regional breakdown of employees	Data summary: Employees
	SASB TC-SI-330a.2	Employee engagement	Data summary: Employees
	SASB TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) leadership, (2) tech workforce, and (3) sales workforce	Data summary: Employees
IP Protection and Competitive Behavior; Managing Systemic Risks	SASB TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Autodesk has not had any losses as a result of legal proceedings related to competitive issues.
	SASB TC-SI-550a.1	Status of Autodesk Cloud Services	Autodesk Cloud Services Health Dashboard
	SASB TC-SI-550a.2		Autodesk’s Global Business Continuity Program seeks to: Protect the Business and People from threats to our operations such that critical business functions may incur an unacceptable interruption caused by: <ul style="list-style-type: none">● Impact to our facilities● Threats or outages affecting critical systems, applications, and data● Impact to or loss of key vendors● Regional events such as natural or man-made disasters, acts of war, or terrorism● Long-term occurrences, such as pandemics Protect Shareholders from threats to company reputation related to any of the incidents listed above.
		Business continuity risks related to disruptions of operations	
Activity Metric	SASB TC-SI-000.A	Total subscriptions	Autodesk FY2022 Annual Report



Endnotes

Energy & Materials

- 1 Greenhouse gas emissions from business travel are included in Scope 3: “Business travel” and Scope 1 (related to fleet business travel). Emissions from facilities are included in Scope 1, Scope 2, and Scope 3: “Waste generated in operations” and “Leased assets.” Emissions from data centers are included in Scope 2 (related to purchased electricity) and Scope 3: “Purchased goods and services.” Emissions from major conferences are included in Scope 3: “Purchased goods and services.”
- 2 To estimate home office energy consumption, we follow the Work from Home methodology “No Survey” approach that was developed by Anthesis.
- 3 Autodesk University has been carbon neutral since fiscal year 2016; One Team Conference since fiscal year 2017.
- 4 United Nations Environment Programme, *2020 Global Status Report for Buildings and Construction: Towards a Zero-emission, Efficient and Resilient Buildings and Construction Sector* (Nairobi: 2020), 4. https://globalabc.org/sites/default/files/inline-files/2020%20Buildings%20GSR_FULL%20REPORT.pdf
- 5 World Green Building Council, *Bringing embodied carbon upfront* (London, Toronto: 2019), 17. https://www.worldgbc.org/sites/default/files/WorldGBC_Bringing_Embodied_Carbon_Upfront.pdf
- 6 Alessandra Bonoli, Sara Zanni, and Francisco Serrano-Bernardo, “Sustainability in Building and Construction within the Framework of Circular Cities and European New Green Deal. The Contribution of Concrete Recycling,” *Sustainability* 13(4), 2139 (2021): 8. <https://doi.org/10.3390/su13042139>
- 7 Vanessa Bertollini, “Here’s What Building the Future Looks Like for a 10-Billion-Person Planet,” Redshift by Autodesk, August 24, 2018. <https://redshift.autodesk.com/building-the-future/>
- 8 Vanessa Bertollini, “This Is What Trillions in Global-Infrastructure Investment Look Like,” Redshift by Autodesk, May 14, 2019. <https://redshift.autodesk.com/global-infrastructure/>
- 9 IEA (2021), *Tracking Buildings 2021*, IEA, Paris <https://www.iea.org/reports/tracking-buildings-2021>
- 10 Dodge Construction Network, *World Green Building Trends 2021 SmartMarket Report* (Dodge Data & Analytics, 2021), 8. <https://www.construction.com/toolkit/reports/World-Green-Building-trends-2021>
- 11 Dodge Construction Network, *World Green Building Trends 2021 SmartMarket Report* (Dodge Data & Analytics, 2021), 5. <https://www.construction.com/toolkit/reports/World-Green-Building-trends-2021>
- 12 Bevan Mace, Ph.D., *Why Projects Excel? The Business Case for Lean Construction* (Lean Construction Institute, 2016), 17. https://leanconstruction.org/media/docs/research/LeanConstruction_BusinessCase.pdf
- 13 Sustainable Construction Study Report, Dodge Data & Analytics, September 2019. The report defines “contractors” as general contractors, construction management, designers/builders, and specialty/trade construction companies.
- 14 IEA, *Greenhouse Gas Emissions from Energy Data Explorer* (Paris: 2021), 5. <https://www.iea.org/articles/greenhouse-gas-emissions-from-energy-data-explorer>
- 15 U.S. Energy Information Administration (EIA), *International Energy Outlook 2021* (Washington, DC: 2021), 6. <https://www.eia.gov/outlooks/ieo/>
- 16 Julian M. Allwood, et al., “Material Efficiency: A White Paper,” Resources, Conservation and Recycling 55 (2011), 363. https://web.mit.edu/ebm/www/Publications/MEWP_Res_Cons_Recycl_2011.pdf
- 17 Frederick Royan, *Digital Sustainability: The Path to Net Zero for Design & Manufacturing and Architecture, Engineering, & Construction (AEC) Industries* (Frost & Sullivan, 2021), 21. https://damassets.autodesk.net/content/dam/autodesk/www/campaigns/emea/docs/FS_WP_Autodesk_DigitalSustainability.pdf
- 18 CDP Worldwide, *CDP Climate Change Report 2019. Major risk or rosy opportunity: Are companies ready for climate change?* (London: 2019), 23. <https://www.cdp.net/en/research/global-reports/global-climate-change-report-2018/climate-report-risks-and-opportunities>
- 19 Capgemini Research Institute, Sustainability in Consumer Products and Retail Survey April–May 2020, *Consumer Products and Retail – How sustainability is fundamentally changing consumer preferences* (2020), 14–18.
- 20 McKinsey Global Institute, *The Internet of Things: Mapping the Value Beyond the Hype* (McKinsey & Company, 2015), 8. www.mckinsey.com/mgi

Health & Resilience

- 1 World Economic Forum, *The Global Risks Report 2021, 16th Edition* (Geneva: 2021), 12. <https://www.weforum.org/reports/the-global-risks-report-2021>
- 2 World Health Organization (WHO) and the United Nations Children's Fund (UNICEF), *Progress on household drinking water, sanitation and hygiene 2000-2020: five years into the SDGs* (Geneva: 2021), 29. <https://www.who.int/publications/i/item/9789240030848>
- 3 Rutger Willem Hofste, Paul Reig, and Leah Schleifer, *17 Countries, Home to One-Quarter of the World's Population, Face Extremely High Water Stress* (World Resources Institute, 2019), 2. <https://www.wri.org/insights/17-countries-home-one-quarter-worlds-population-face-extremely-high-water-stress>
- 4 UNESCO, UN-Water, *The United Nations World Water Development Report 2020: Water and Climate Change* (Paris: 2020), 24. <https://www.unwater.org/publications/world-water-development-report-2020/>
- 5 Global Infrastructure Hub, *Global Infrastructure Outlook: Infrastructure investment needs 50 countries, 7 sectors to 2040* (2017), 5. <https://cdn.gihub.org/outlook/live/methodology/Global+Infrastructure+Outlook+--+July+2017.pdf>
- 6 Rutger Willem Hofste, Paul Reig, and Leah Schleifer, *17 Countries, Home to One-Quarter of the World's Population, Face Extremely High Water Stress* (World Resources Institute, 2019), 2. <https://www.wri.org/insights/17-countries-home-one-quarter-worlds-population-face-extremely-high-water-stress>
- 7 Jürg Luterbacher, et al., *United in Science 2020: A multi-organization high-level compilation of the latest climate science information* (World Meteorological Organization [WMO], 2020), 14. https://public.wmo.int/en/resources/united_in_science

Work & Prosperity

- 1 Based on “Salary Increase and Turnover Study – Second Edition Refresh”, published by Aon. 457 organizations were included in the Worldwide Software Products & Services sub-industry.
- 2 Includes spend with US-based diverse businesses supporting Autodesk's business operations, as well as spend allocated to Autodesk that Autodesk's suppliers spend with US-based diverse businesses.
- 3 James Knightley, “US manufacturing and construction boost the case for a strong 2022,” THINK:ING, December 16, 2021. <https://think.ing.com/articles/us-manufacturing-and-construction-boost-the-case-for-a-strong-2022>
- 4 Alan Lockey and Fabian Wallace-Stephens, *A blueprint for good work: Eight ideas for a new social contract* (London: RSA [Royal Society for the encouragement of Arts, Manufactures and Commerce], 2020), 81. www.thersa.org/globalassets/reports/2020/a-new-blueprint-for-good-work.pdf
- 5 Naina Dhingra, et al., “Help your employees find purpose or watch them leave,” McKinsey, April 25, 2021. <https://www.mckinsey.com/business-functions/people-and-organizational-performanceour-insights/help-your-employees-find-purpose-or-watch-them-leave>

Governance

- 1 This refers to Autodesk employees who were active as of February 1, 2021, and throughout the first quarter.



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Forward-looking statements

This report includes estimates, projections, and other forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements generally are identified by the words “may,” “believe,” “could,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “should,” “will,” “would,” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. We continually review GHG emissions quantification methodologies and are committed to implementing best practice quantification methodologies. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with Securities and Exchange Commission. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.

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