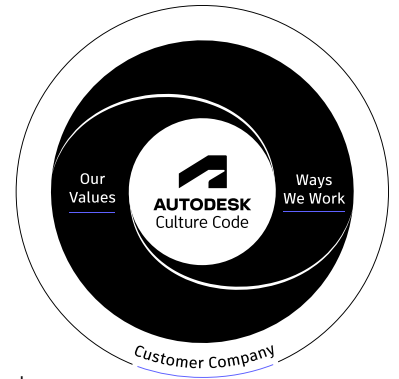


Our Culture Code

A company's culture is only as strong as the shared commitment and intention of its people. At Autodesk, our culture is manifested in our Culture Code: the Values and Ways We Work that make us a Customer Company.



Customer Company

As a Customer Company, we are committed to providing an exceptional customer experience. This means:

- Each of us understands that our success is predicated on the success of our customers.
- We are as committed to providing an exceptional customer experience—one that is simple, easy, and frictionless—as we are to delivering exceptional products.
- Every one of us takes responsibility for understanding our customers—their needs, their expectations, and their experiences.

Our Values



THINK

Smart

- I minimize complexity and strive for simplicity
- I prioritize and apply targeted effort to the work that matters most
- I am aware of the impact of my words and actions on others

Innovative

- I am relentlessly curious and creative
- I daringly seek new ways to solve hard problems
- I challenge prevailing assumptions and suggest better approaches

Adaptable

- I embrace uncertainty and flex to changing circumstances quickly
- I see opportunities where others see failure
- I am committed to continuous learning and growth



FEEL

Inclusive

- I work collaboratively with people who are diverse in background, culture, and ways of living
- I actively seek differing perspectives to create more powerful outcomes
- I own my biases and challenge them daily

Impactful

- I am passionate about making a positive impact
- I have a sense of urgency in approaching critical challenges
- I am committed to our customers' success

Humble

- I recognize that I don't know everything and can learn from anyone
- I show confidence, not arrogance; pride, not hubris
- I share credit and shoulder responsibility



DO

Courageous

- I have hard conversations to get to better outcomes
- I offer and respond to constructive feedback
- I constructively mine for hidden conflict
- I speak out even when it's uncomfortable

Accountable

- I do what I say and say what I do
- I take responsibility for good and bad results
- I inform others of decisions and plans that affect them

Pragmatic

- I use common sense to solve problems in the most efficient way
- I approach all work as important work, even if it's not fun and exciting
- I commit to quality, not perfection

Ways We Work



We act as one Autodesk to get the best results for our customers, our business, and our employees.

- We reach across boundaries and engage with each other to achieve faster, better results together
- Focus, priorities, and executional alignment unite us
- Company success is more important than local success



We actively foster an environment where people can bring their authentic selves to work.

- We create a safe environment for people to speak courageously and ask for help
- We embrace diversity and value people not just for what they do but who they are
- We are committed to continuous improvement of an inclusive environment



We empower decision makers.

- We identify and support decision owners, and clarify their scope of authority
- Decision owners seek input from key stakeholders rather than rely on broad-based consensus
- We may disagree with a decision but we fully commit



We hold ourselves to the highest ethical standards by embodying integrity.

- We foster openness and trust
- We strive to identify bias and minimize its impact in decision making and our use of data
- We go beyond what's required to do what is best for our customers, employees, and partners