



FY24 Impact Report

Let's design and make a

**better
world
for all**

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Performance data included in this report are based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2024 fiscal year ran from February 1, 2023, through January 31, 2024. Performance data cover Autodesk's global operations, unless otherwise stated. In some cases, segments in tables do not add up to the total due to rounding. All dollar amounts listed are in USD.
Photo acknowledgement: The majority of photos found throughout this report are representative of and provided by the Autodesk Foundation portfolio.

A message from Autodesk Foundation leadership

As we look back on an unpredictable year marked by record-breaking temperatures, geopolitical conflict, and a shifting labor market, what has held steady is the Autodesk Foundation’s commitment to addressing climate change and workforce development through catalyzing and de-risking innovative solutions. These two challenges are intertwined and require sustained attention across sectors, industries, and communities.

This year validated our work as a foundation, bolstered our commitments, and compelled us to leverage our best, brightest, and most strategic resources to enable greater impact. In doing so, we:

- Expanded our portfolio of organizations developing climate mitigation technologies that are decoupling economic growth from emissions—[Heirloom](#), for example, plans to remove 1 billion tons of CO₂ from the atmosphere annually by 2035;
- Helped to advance climate adaptation technologies and set our sights on strengthening infrastructure in under-resourced communities—including [Bridges to Prosperity](#), a global nonprofit harnessing AI to connect isolated communities with infrastructure;
- Invested in workforce development initiatives to upskill workers and create more inclusive access to green jobs—like [The Families and Workers Fund](#), which leads initiatives to create dignified career pathways to enable resilience for workers in the green economy.

Across our investments, we’ve seen our portfolio organizations collectively scale their impact:¹

- Reaching 110 million people with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development;²
- Reducing 2.2 million metric tons of CO₂e emissions in 2023;
- Supporting 12,900 people in obtaining new or improved jobs in 2023.

In this report, you’ll have a chance to learn more about our commitment to measuring and managing impact, as well as how our unique combination of catalytic capital and strategic in-kind resources (training, consulting, and storytelling) builds expertise, capacity, and directly contributes to impact outcomes. You will also be introduced to leaders with diverse backgrounds and proximity to impacted communities from across our portfolio who are accelerating industry transformation globally. Furthermore, you’ll discover how thousands of Autodesk employees last year applied their skills for impact beyond their day jobs in service of our portfolio and beyond, through volunteering, charitable giving, and grantmaking.

Finally, while the year ahead will present challenges that are both familiar and still unknown, we remain steadfast in our vision, committed to transforming industries and supporting a future that is sustainable, inclusive, and resilient. We will continue to lead with courage, accountability, and transparency every step of the way.

Sincerely,



Christine Stoner
Executive Director



Jean Shia
Managing Director






¹ 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.
² Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during 2023.

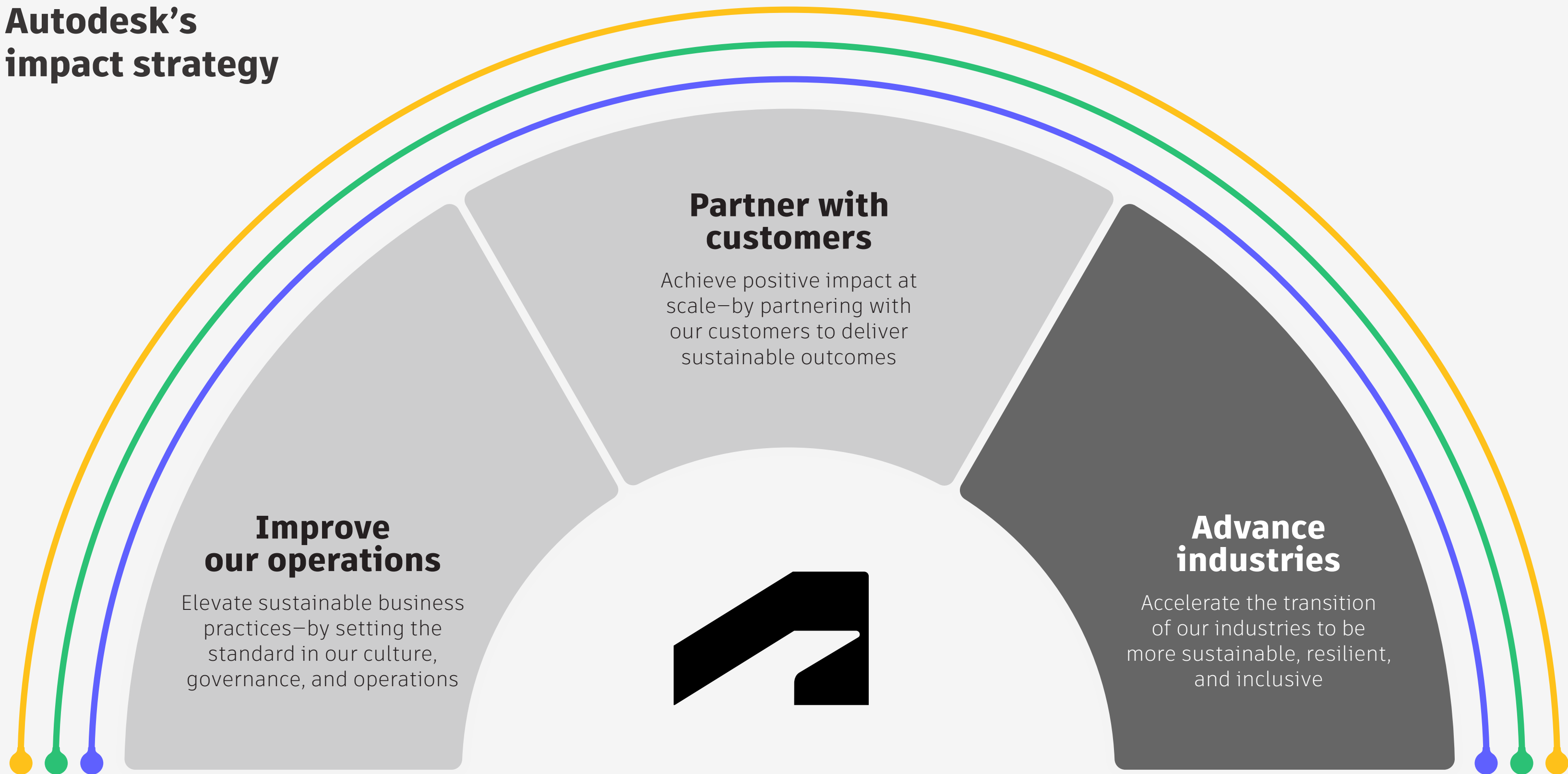
Advancing industries through philanthropy

Progress demands that Autodesk works within its business, in partnership with its customers, and across industries to accelerate positive impact—building trust and delivering better outcomes for its business, customers, and the world.

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 Autodesk industries. Encompasses key aspects related to diversity, inclusion, mindset, skills, and learning.

Autodesk’s impact strategy



Autodesk Foundation

The Autodesk Foundation is one important way that Autodesk aims to **advance industries**, as articulated in its impact strategy. Addressing the risks of climate change and inequality requires investment and collaboration across sectors, geographies, and ecosystems. We believe philanthropy plays a critical and unique role in advancing the next wave of innovators that will transform industries to be more sustainable, inclusive, and resilient.

The Autodesk Foundation is dedicated to addressing the world’s most pressing social and environmental challenges by investing in design and engineering solutions across Autodesk’s three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity.

FY24 Autodesk Foundation highlights

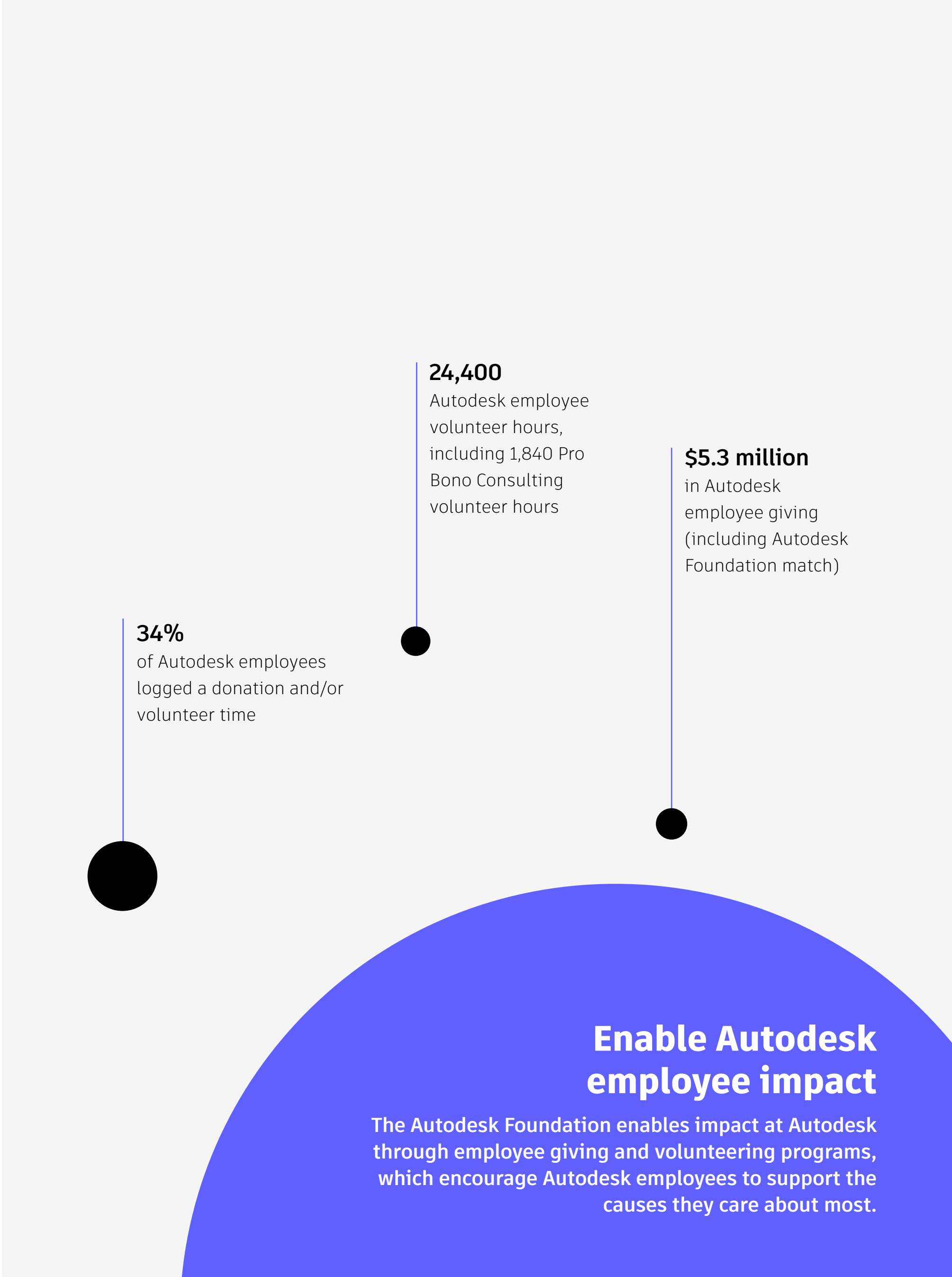
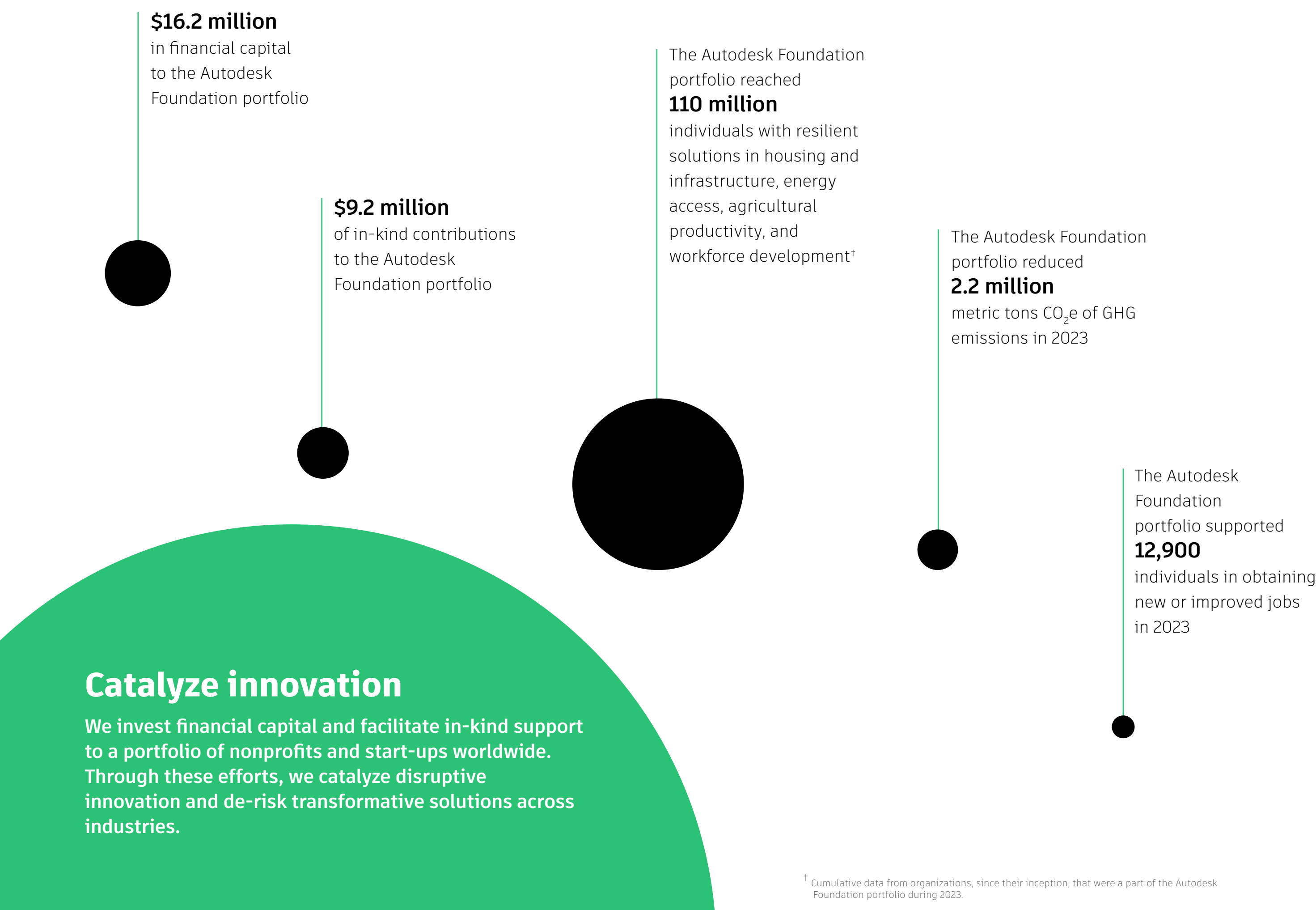




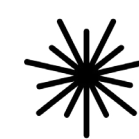
Image courtesy of Pallet

The Autodesk Foundation is a vehicle for advancing industry-wide impact by investing philanthropic capital in innovation.



Our investments

In FY24, the Autodesk Foundation invested \$16.2 million in financial capital and contributed \$9.2 million of in-kind support to its portfolio of nonprofits and start-ups in 53 countries and five continents.



Portfolio impact

The Autodesk Foundation catalyzed innovation with its global portfolio across three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity.



Access and inclusion

We champion access and inclusion across our funding, portfolio, and programs.



Our investments

We invest financial capital and in-kind support in a portfolio of nonprofits and start-ups worldwide. Through these efforts, we catalyze disruptive innovation and de-risk transformative solutions across industries.

Autodesk Foundation portfolio organizations utilize Autodesk’s resources to scale design and engineering-based innovations that drive quantifiable outcomes ranging from CO₂e reduction and resilient housing to dignified job placements and wage gains. These are just some of the impacts that align with our investment theses and theories of change across three impact opportunity areas: [Energy & Materials](#), [Health & Resilience](#), and [Work & Prosperity](#).

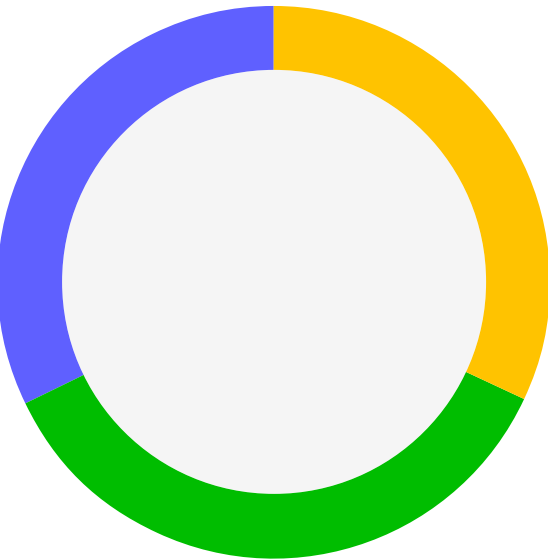
75% of our portfolio benefited from in-kind support in FY24, including Autodesk software donations, technical training, Autodesk employee expertise, storytelling, access to Autodesk spaces, and more.

Financial capital

\$16.2 million

in financial capital to the portfolio in FY24

We provide flexible, catalytic capital in the form of unrestricted grants and impact investments (primarily convertible notes, simple agreements for future equity [SAFEs], and equity investments).



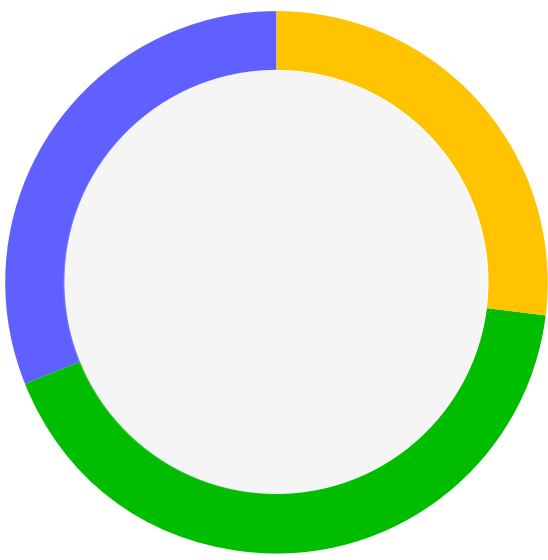
- 36% Energy & Materials
- 32% Health & Resilience
- 32% Work & Prosperity

In-kind support

\$9.2 million

of in-kind contributions to the portfolio in FY24

We facilitate in-kind donations to our portfolio from Autodesk in the form of technology donations, technical training, employee pro bono consulting, and storytelling geared toward the distinct needs of each organization.

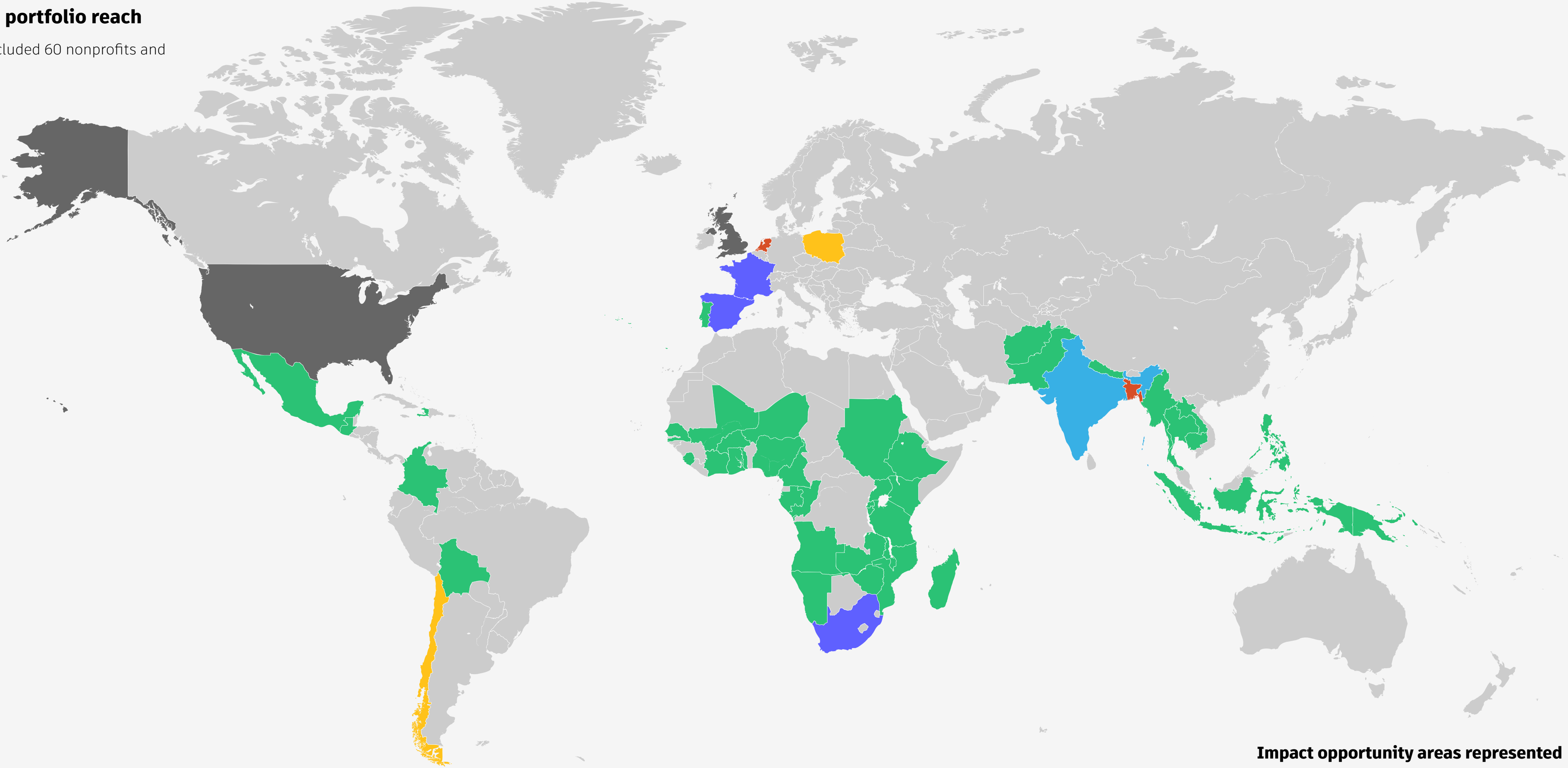


- 27% Energy & Materials
- 42% Health & Resilience
- 31% Work & Prosperity



Autodesk Foundation portfolio reach

During FY24, our portfolio included 60 nonprofits and start-ups worldwide.



Energy & Materials

The Energy & Materials portfolio is primarily in the United States, where GHG emissions per capita exceed those of most other nations.



Health & Resilience

The Health & Resilience portfolio prioritizes regions most vulnerable to climate change, including Sub-Saharan Africa, the Indian subcontinent, Southeast Asia, and South America.



Work & Prosperity

Although a majority of the Work & Prosperity portfolio is based in the United States, the Foundation has expanded its international presence to India, South Africa, Spain, France, and the United Kingdom.

Impact opportunity areas represented

- Energy & Materials
- Health & Resilience
- Work & Prosperity
- Energy & Materials and Health & Resilience
- Health & Resilience and Work & Prosperity
- All

This map represents the reach of the FY24 Autodesk Foundation portfolio.

Portfolio impact

The Autodesk Foundation portfolio achieved the following:*

110 million

individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development†

2.2 million

metric tons CO₂e of GHG emissions reduced in 2023

12,900

individuals obtained new or improved jobs in 2023

→ [Learn more](#) about our approach to impact measurement and management.

→ See a summary of impact metrics in the [Appendix](#).

Portfolio impact: breadth, depth, and durability

Our [impact measurement and management practice](#) uses data to establish accountability, evaluate performance, and report on the social and environmental impact of our portfolio. We track a set of metrics that collectively describe the impact of investments in terms of breadth (the number of individuals reached), depth (the quality of impact), and durability (the persistence of impact over time). These metrics support decision making and ensure that we continue to direct financial and in-kind resources to the opportunities that present the greatest potential for impact.

* Impact metrics in this section rely on data aggregated and sourced from financial reports, annual reports, organizational key performance indicators, and self-reported data from the Autodesk Foundation portfolio.

† Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during 2023.



Image courtesy of Nadia Todres, Build Health International



Energy & Materials

We invest in nonprofits and start-ups scaling early-stage technologies that have the potential to dramatically avoid, reduce, and remove GHG emissions within our industries.

We target early-stage (seed to Series A), technology-driven ventures for whom our investments can de-risk their technology and business models. We then closely partner with entrepreneurs throughout the growth of their venture—from idea, to development, to early deployment and beyond—to achieve scale. We prioritize sectors where our design and make expertise is particularly beneficial, namely next-generation energy production, electrification of heavy transportation, low-carbon materials innovation, building and industrial efficiency, and CO₂ removal.

Energy & Materials portfolio investments*

\$545.8K average FY24 financial investment per portfolio organization

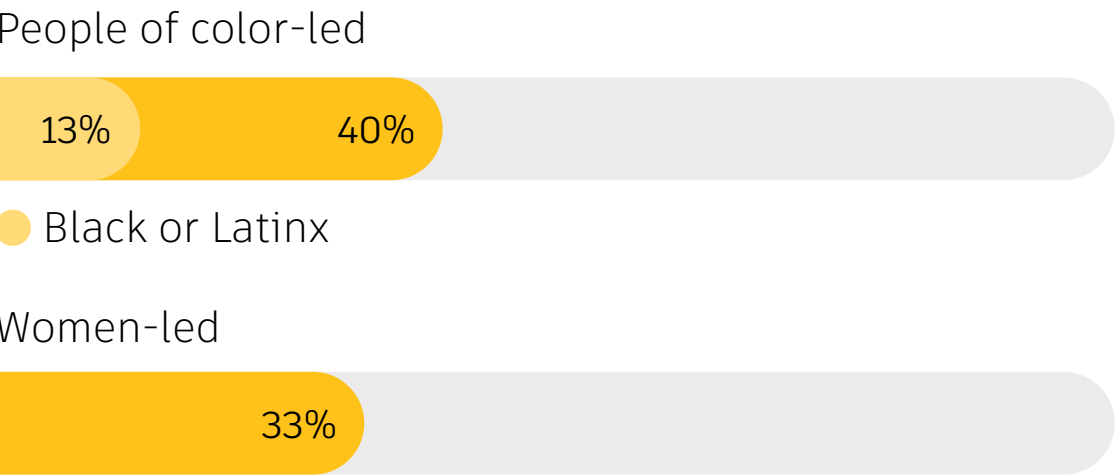
\$115.9K average value of FY24 in-kind support provided per portfolio organization

* Averages are based on the 10 portfolio organizations that received financial investment and the 17 portfolio organizations that received in-kind support during FY24.


By helping to decouple economic growth from emissions across construction and manufacturing, we aim to avoid, reduce, and remove global GHG emissions at a meaningful scale and timeline, to maintain warming below 1.5° C.

[→ Learn more](#) about our Energy & Materials work, including our theory of change.

Energy & Materials portfolio organizations





“As the world becomes increasingly reliant on the critical metals that are the backbone of an electrified economy, it is clear the sourcing of those materials must be as clean and efficient as the future we imagine.”

 Megan O'Connor
CEO and Co-Founder, Nth Cycle

[→ Learn more](#)

Portfolio impact

Metrics	2021	2022	2023
 Realized GHG emissions reduction (annual, metric tons CO ₂ e)	203,000	165,000	255,000
 Potential GHG emissions reduction through 2050 (cumulative, metric gigatons CO ₂ e)*	14	20	20

* Cumulative potential GHG emissions reduction through 2050 from organizations that were a part of the Autodesk Foundation portfolio during the year noted. These data were calculated by third-party expert Rho Impact in collaboration with portfolio organizations and the Autodesk Foundation.

Image courtesy of Prometheus Materials

Impact measurement and management

We assess the impact of our Energy & Materials portfolio based on how existing or proposed solutions are expected to directly or indirectly affect atmospheric GHG concentration, through either GHG emissions reduction or removal. Key metrics relate to both realized and potential impacts. Realized impact is what a climate solution actually caused. Potential impact is based on a standardized growth trajectory that assumes the proposed solution gains a certain market share by 2050.

We engage third-party experts such as [Rho Impact](#) to forecast the potential GHG emissions impact of our portfolio. We also support efforts to improve capabilities and build consensus around terminology, methodologies, and best practices for assessing and reporting forward-looking emissions impact through participation in coalitions such as [Project Frame](#).

[→ Learn more](#) about our impact measurement and management practice.



Safely capturing and storing atmospheric CO₂

Heirloom, a carbon removal start-up, is advancing a low-cost direct air capture (DAC) system that holds the promise of removing 1 billion metric tons of CO₂ from Earth’s atmosphere annually by 2035.

Heirloom’s DAC technology combines a natural process known as carbon mineralization, through which minerals quickly absorb CO₂ from ambient air, with the measurability and scalability of DAC. By accelerating limestone’s natural ability to sequester CO₂, Heirloom’s technology enables the safe, permanent, and cost-effective storage of CO₂ in materials like concrete.

The start-up uses Autodesk AutoCAD’s Electrical toolset to improve its operational efficiency—and reduce costs—by designing features for creating, modifying, and documenting electrical control systems. Heirloom has also received technical and legal support from Autodesk pro bono employee volunteers and is an active member of the Autodesk Research Residency Program.

[→ Learn more](#)



Image courtesy of Heirloom



Decarbonizing construction with bamboo and the cloud

BamCore is using innovative green building techniques along with Autodesk technology to solve some of construction’s toughest challenges and reduce its carbon footprint.

[→ Learn more](#)



Image courtesy of M2X Energy

Curbing methane emissions at the source

M2X Energy’s mobile refining plants—designed with Autodesk Inventor and Vault—convert methane emissions from landfills and oil and gas sites into valuable chemicals like methanol.

[→ Learn more](#)



Image courtesy of Nth Cycle

Recycling precious metals from waste

Nth Cycle uses Fusion 360 to develop metal-isolating cells that produce a clean, cost-efficient supply chain of nickel and cobalt.

[→ Learn more](#)



Image courtesy of CarbonBuilt

Ultra-low-carbon concrete meets profitability

CarbonBuilt is using AutoCAD to decarbonize concrete, enabling manufacturers to make industry-standard products with 70% to 100% less embodied carbon than conventional concrete.

[→ Learn more](#)



Health & Resilience

We invest in nonprofits and start-ups scaling technology-based climate adaptation solutions that improve resilience in low-resource communities most vulnerable to climate change.

We invest in solutions that help communities manage increasing levels of physical climate risk, reduce vulnerability in the face of climate shocks, and transform systems to address the root causes of climate impacts on communities. These solutions are seen across several key sectors, including the built environment, food systems, energy access, and water and sanitation.

Health & Resilience portfolio investments*

\$374.5K

average FY24 financial investment per portfolio organization

\$329.3K

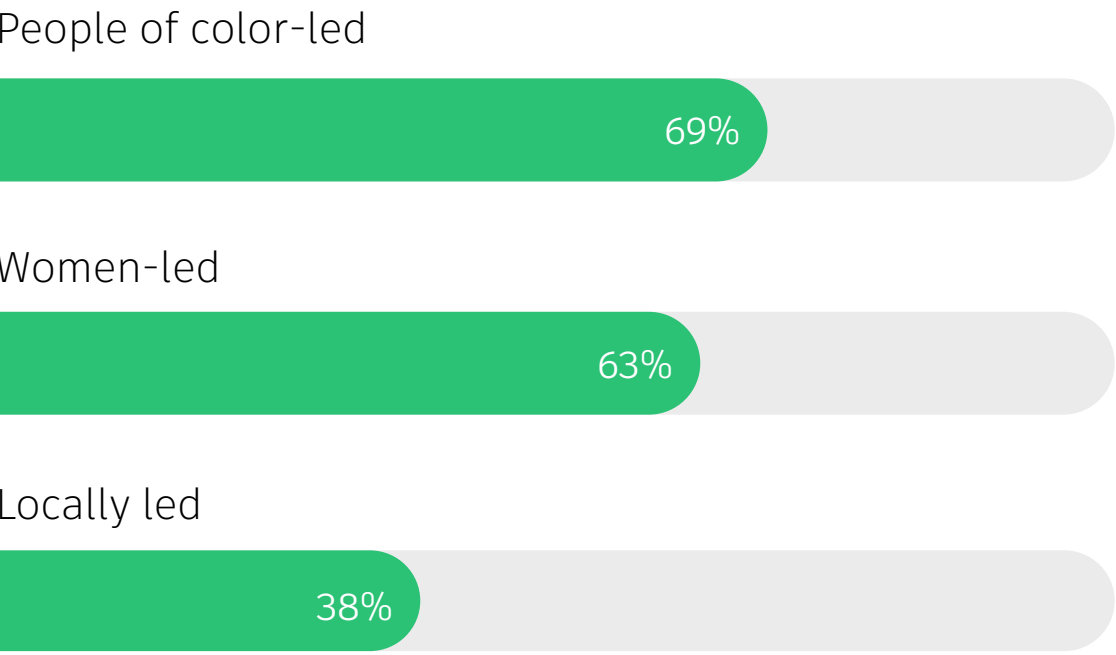
average value of FY24 in-kind support provided per portfolio organization

* Averages are based on the 13 portfolio organizations that received financial investment and the 20 portfolio organizations that received in-kind support during FY24.

By introducing climate adaptation technologies and strengthening infrastructure in under-resourced communities, we aim to increase access to essential services and build more resilient social, economic, and environmental systems.

[Learn more](#) about our Health & Resilience work, including our theory of change.

Health & Resilience portfolio organizations





“To design effectively, you have to first immerse yourself in the environment, the context, and the community you will be building in.”

Christian Benimana

Managing Director, MASS Design Group;
Director, African Design Centre

Portfolio impact

Metrics	2021	2022	2023
 Individuals directly impacted (cumulative)*	16.9M	74.7M	109.4M
 Realized GHG emissions reduction (annual, metric tons CO ₂ e) [†]	1.2M	2.2M	2.0M

* Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during the year noted.
[†] These data were calculated by portfolio organizations and the methodology was vetted by CEA Consulting.

Image courtesy of Iwan Baan, MASS Design Group

Impact measurement and management

We assess the impact of our Health & Resilience portfolio based on how portfolio organizations improve outcomes for their beneficiaries. These outcomes relate to enhancing community health and well-being, protecting and regenerating natural resources, and advancing inclusive economic growth to reduce climate vulnerabilities.

To quantify this, we rely on our portfolio’s self-reported data. We have engaged third-party experts such as [CEA Consulting](#) to review realized GHG emissions reduction calculations, methodology, and data sources.

[Learn more](#) about our impact measurement and management practice.



Building gender equity in Africa’s construction workforce

In Africa, men comprise more than 80% of the construction workforce. BuildX Studio, Build Health International (BHI), and MASS Design Group are working to shift that. These organizations not only hire women for both frontline and leadership roles, but also invest in training women to address gender disparities in the industry.

The benefits of including women in construction are clear. Women bring unique skills, perspectives, and a desire to add value particularly to projects aligned with their own lives and families—like BHI’s Maternal Center of Excellence in Sierra Leone. Builders around the world can look to Africa for insights on how to attract, train, and retain more women for careers in construction.

[→ Learn more](#)



Image courtesy of Build Health International



Image courtesy of Artpixel, Build Health International



Image courtesy of Iwan Baan, MASS Design Group



Image courtesy of Envision Rwanda, Bridges to Prosperity



Image courtesy of Jumba Martin, Amped Innovation

Expanding dignified and affordable health care access

Build Health International completed 35 health infrastructure projects in more than 20 countries in 2023. Using Autodesk Construction Cloud and BIM Collaborate, BHI plans to scale its efforts in 2024 and beyond.

[→ Learn more](#)

Embodying conservation in design

MASS Design Group used Autodesk Revit to render 3D models, collaborate with partners, and maximize productivity in constructing The Ellen DeGeneres Campus of the Dian Fossey Gorilla Fund in Rwanda.

[→ Learn more](#)

Harnessing AI to connect isolated communities

To scale its impact and connect more communities with its trail bridges, Bridges to Prosperity created a geospatial tool that uses AI and machine learning to analyze site data.

[→ Learn more](#)

Redefining off-grid refrigeration

Amped Innovation used Fusion 360, and expertise from an Engineering for Change Fellow, to develop a solar-powered refrigerator for off-grid applications in rural areas.

[→ Learn more](#)

Work & Prosperity

We invest in a diverse portfolio of organizations that prepare workers to thrive in the era of automation.

We support early-stage, technology-enabled start-ups, nonprofits, accelerators, and funds that help create a more inclusive economy. The most promising solutions help workers gain access to in-demand skills and dignified work in an ever-changing world. These innovations focus on upskilling and reskilling learners, facilitating quality employment for workers, and improving employer behavior within the design, manufacturing, engineering, and construction industries.

Our Work & Prosperity portfolio is building a skilled and resilient workforce that meets the changing needs of the construction and manufacturing industries in the era of automation.

Work & Prosperity portfolio investments*

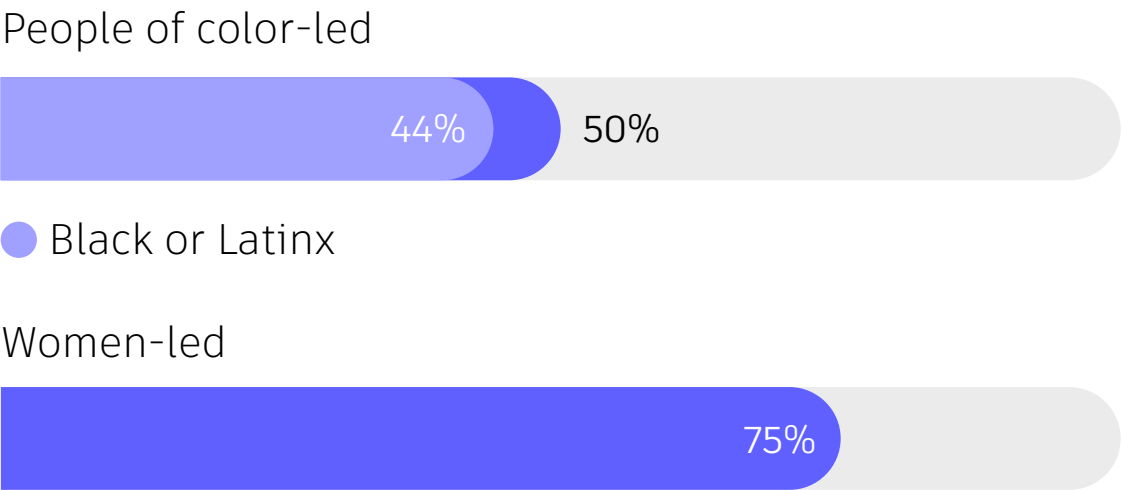
\$400.2K average FY24 financial investment per portfolio organization

\$73.4K average value of FY24 in-kind support provided per portfolio organization

* Averages are based on the 12 portfolio organizations that received financial investment and the 9 portfolio organizations that received in-kind support during FY24.

[→ Learn more](#) about our Work & Prosperity work, including our theory of change.



Work & Prosperity portfolio organizations



“This is a historic, special moment for economic growth and for a clean energy transition. And it is a ripe time to try some new talent strategies.”

 Rachel Korberg
Executive Director and Co-Founder,
The Families & Workers Fund

Portfolio impact*

Metrics		2021	2022	2023
	Individuals obtained new or improved jobs (annual)	13,500	21,200	8,800
	Individuals trained (annual)	17,500	27,100	10,000

* These data are self reported by organizations that were a part of the Autodesk Foundation portfolio during the year noted.

Image courtesy of ISAIC

Impact measurement and management

The impact of our Work & Prosperity portfolio is based on how portfolio organizations improve outcomes for workers. These outcomes relate to attaining in-demand skills and credentials, increasing access to quality jobs, and driving economic advancement in the era of automation.

To quantify this, we rely on data that is self reported by portfolio members.

[→ Learn more](#) about our impact measurement and management practice.





Families, workers, and the definition of a good job

Only 44% of US workers consider their job to be “good.”* Rachel Korberg, executive director and co-founder of The Families and Workers Fund, sees investing in organizations working to build a skilled green infrastructure workforce as crucial to solving today’s labor market challenges.

The Families and Workers Fund fosters large-scale collaboration and philanthropic investments to advance workforce planning, implementation, and innovation—creating more inclusive and sustainable opportunities for hundreds of thousands of workers and families throughout the United States.

As part of its long-term strategy, the Fund is leading initiatives to create dignified career pathways and advance employer policies and best practices that enable economic security, resilience, and mobility for more workers in the green economy.

[→ Learn more](#)



Image courtesy of BluLever Education

Closing South Africa’s skilled workforce gap

BluLever Education creates apprenticeships and training programs to equip artisan entrepreneurs and businesses with skills and resources to open doors to jobs and economic opportunity in South Africa.

[→ Learn more](#)



Image courtesy of Generation

Upskilling workers for the green economy

Generation supports adults across the world in achieving economic mobility through employment in key industries such as technology, health care, customer service, and skilled trades.

[→ Learn more](#)



Image courtesy of ChargerHelp!

An electrified future, powered by worker diversity

ChargerHelp! is solving the industry-wide problem of downed electric vehicle charging stations by providing on-demand repairs and maintenance support from trained local workforces.

[→ Learn more](#)

* Menasce Horowitz, Juliana and Kim Parker, How Americans View Their Jobs (Pew Research Center, 2023), <https://www.pewresearch.org/social-trends/2023/03/30/how-americans-view-their-jobs/>



Access and inclusion

By championing inclusive innovation and backing leaders with diverse backgrounds and proximity to impacted communities, we advance a more sustainable, inclusive, and resilient world for all. In the United States, start-ups and nonprofits led by women* and people of color, especially Black and Latinx leaders, receive a small fraction of total venture capital and unrestricted philanthropic funding.^{†,‡} Through our commitment to expanding access to capital, we have made significant progress in supporting underfunded leaders—increasing the gender, racial, and geographic representation of leadership teams across our portfolio.

We work alongside Autodesk’s Diversity & Belonging team to build a culture of belonging where all Autodesk employees have opportunities to shape the world and their future—advancing programs like ERG grantmaking.

Inclusive Climate Innovation Initiative

In 2023, we launched the Inclusive Climate Innovation Initiative, which aims to bolster the inclusive innovation environment in climate technology through philanthropy. We provided grant funding to four entrepreneur support organizations addressing capital and resource inequities for climate tech founders: Browning the Green Space, Elemental Excelerator, New Energy Nexus, and LabStart Innovations.

→ [Learn more](#)

* 2022 *Review of Funding for Female Founders* (Female Founders Fund, April 2023), <https://blog.femalefoundersfund.com/2022-review-of-funding-for-female-founders-e928f8072655>
[†] Ferguson, Rebecca, “Why Catalytic Funding Is Key to Closing the Racial Equity Gap in Philanthropy,” *Inside Philanthropy*, June 23, 2022, <https://www.insidephilanthropy.com/home/2022/6/23/why-catalytic-funding-is-key-to-closing-the-racial-equity-gap-in-philanthropy>
[‡] Visram, Talib, “1% of venture capital goes to Black founders. California’s new bill hopes to shame VCs into change,” *Fast Company*, October 20, 2023, <https://www.fastcompany.com/90969457/1-of-venture-capital-goes-to-black-founders-californias-new-bill-hopes-to-shame-vcs-into-change>

Engineering for Change Fellowship

Through the Engineering for Change (E4C) Fellowship program, we sponsored 29 early-career engineers and technical professionals representing 15 countries across five continents. Each participant partnered with portfolio organizations to drive progress toward the UN Sustainable Development Goals.

→ [Learn more](#)

“By harnessing technical expertise, professionals can design resilient infrastructure that not only addresses current concerns, such as the impacts of climate change, but also ensures the sustainable use of natural resources.”

 Sheilla Constance Apio
2023 E4C Fellow

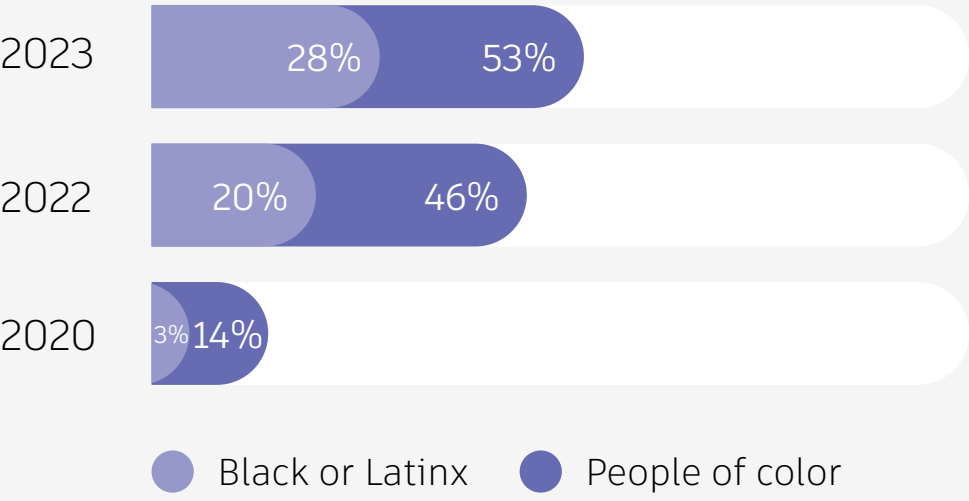
E4C cohort representation

4% North America
10% South America
55% East Africa
31% Asia Pacific

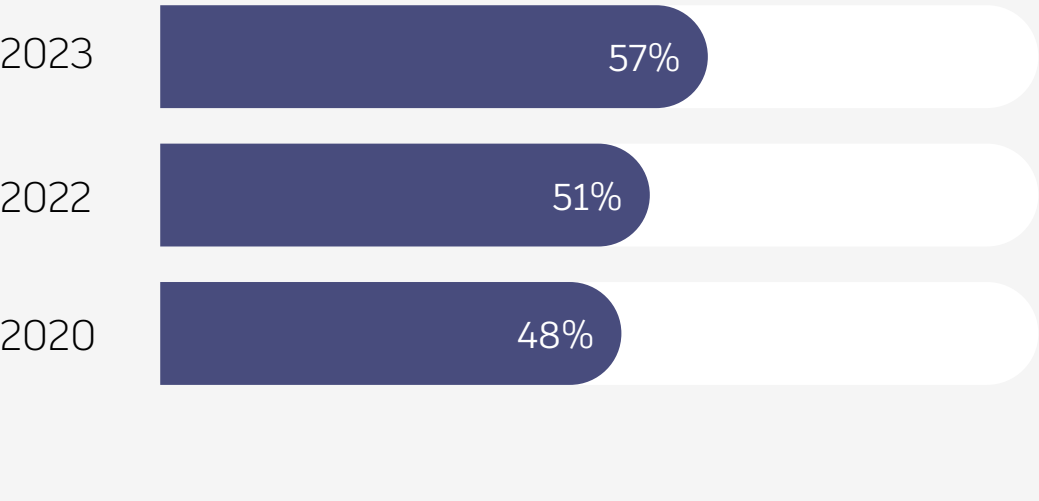
→ [Learn more](#)

Autodesk Foundation portfolio organizations*

People of color-led



Women-led



* Data are based on an annual survey of self-reported demographic data of portfolio leadership (CEOs, executive directors, and/or founders). “People of color” refers to individuals who identify as Asian, Black, Indigenous, and/or Latinx.



Image courtesy of BluLever Education

Enable Autodesk employee impact



Autodesk employee volunteering

We connect Autodesk employees with opportunities to use their expertise for a better world through employee volunteering and/or employee giving.



Autodesk employee giving

We enable Autodesk employees to support the causes they care most about and lead campaigns that accelerate their impact.

Autodesk 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 Autodesk employees receive 24 paid hours a year).

During Autodesk’s annual Global Month of Impact in May 2023, more than 1,900 Autodesk employees globally participated in over 50 events. Autodesk employees in 10 countries gathered in person to build solar-powered lights for people experiencing crises, construct pollinator hotels to support bee populations, make native species seed balls to increase native foliage, and other activities.

Autodesk employees also joined events virtually, participating in activities such as creating an audio library for the visually impaired and making climate conversation cards for international children’s programs. In an educational session, Autodesk employees learned about the climate impact of digital storage and then cleaned up their own digital storage, reducing associated GHG emissions by an estimated 260 metric tons CO₂e on an annual basis.*

[→ Learn more](#)

24,400

Autodesk employees volunteer hours including **1,840** Pro Bono Consulting volunteer hours

Pro Bono Consulting

Through Autodesk’s skills-based volunteering program, Autodesk employees also contributed Pro Bono Consulting volunteer hours during the year. Autodesk employees are invited to volunteer and apply their expertise—ranging from engineering and design to marketing and communications—in support of nonprofits and social enterprise start-ups addressing challenges that align with our impact opportunity areas.

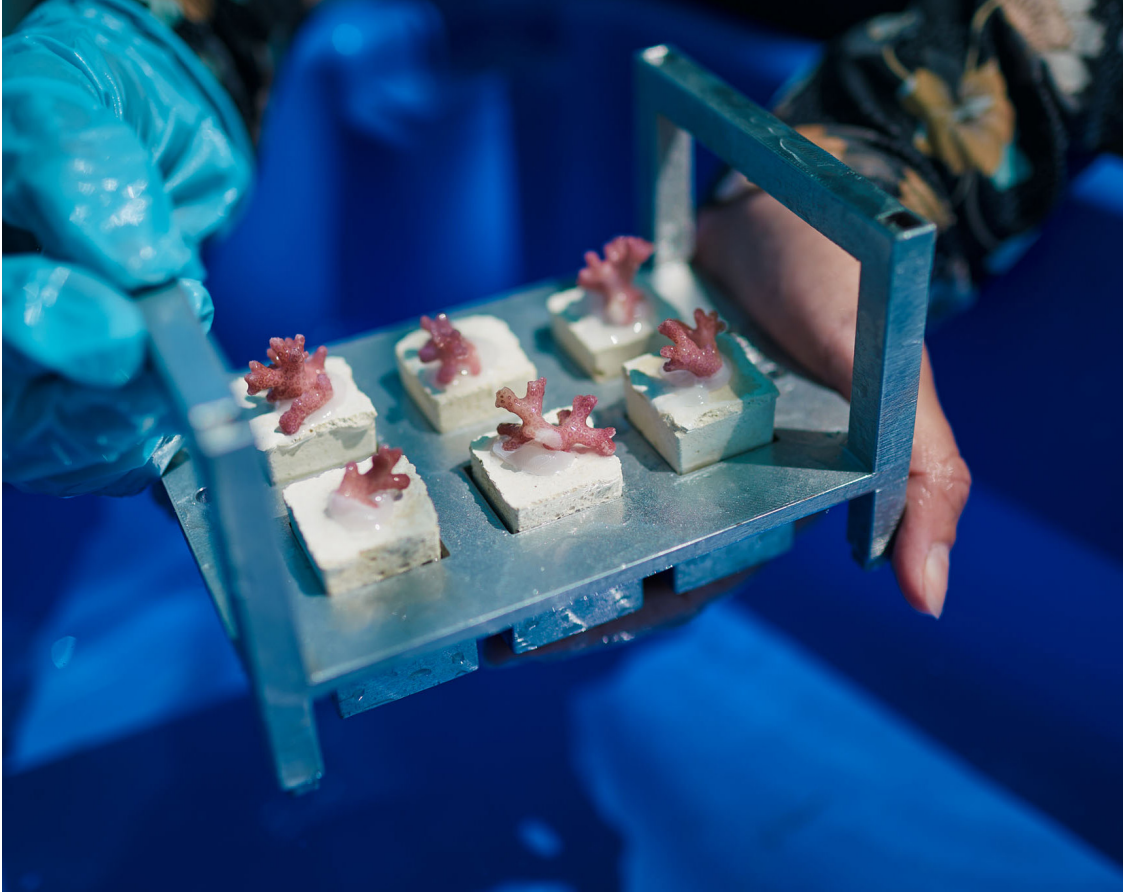
This can involve 1:1 Pro Bono Consulting (online hour-long volunteer consulting engagements) and Pro Bono Team Projects (teams of three to five Autodesk employees volunteering their skills for one to three hours a week over 12 weeks). During FY24, 112 Autodesk employees participated in this program.

[→ Learn more](#)

Autodesk legal pro bono program

Autodesk’s Legal, Government Affairs, and Public Policy (LGAPP) department hosts a custom pro bono program with the mission to help marginalized communities receive equal access to justice. In FY24, LGAPP department members researched laws in 11 US states to support advocacy work for foster and homeless youths, assisted individuals with immigration issues, and partnered with the Autodesk Foundation to educate approximately 40 nonprofits and small businesses on intellectual property, marketing, and privacy issues. In recognition of its efforts, Autodesk’s LGAPP department was honored by Legal Aid of Marin with the Partner in Justice Award, for helping unhoused and other marginalized individuals navigate the Marin County courts. Forty percent of Autodesk’s LGAPP team participated in pro bono volunteering during the year, for a total of over 250 hours.

* Data was calculated by a nonprofit partner, based on input submitted by participating Autodesk employees.



Coral Maker

Coral Maker, an Australian start-up focused on coral reef restoration, is partnering with Autodesk to scale coral reef restoration, giving marine life a new place to call home for future generations. To accelerate its impact, the Coral Maker team leveraged the robotics, manufacturing, engineering, and marketing expertise of an Autodesk Pro Bono Consulting team and technical assistance through Autodesk’s Research Residency Program.

[→ Learn more](#)

Sangam Ventures

Autodesk pro bono consultants helped Sangam Ventures, which focuses on clean-tech investments in India, enhance various aspects of its internal operations. The team developed a structured framework to help Sangam identify potential business risks associated with prospective investments. Using a human-centered design framework, the consultants also created a system that Sangam can use to help start-ups take progressive steps toward impact measurement, operate in compliance with ESG guidelines, and promote sustainable long-term growth.

[→ Learn more](#)

Vartega

Vartega partnered with Autodesk pro bono consultants to develop an impact-focused employer brand and marketing strategy to attract and retain talent, improve messaging, and drive greater impact. The pro bono team also supported Vartega’s adoption of tools for digital marketing, recruitment, and design—enhancing its online presence. Since the engagement, the company has hired and retained more than a dozen new employees to support its continued growth.

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Autodesk employee giving

In a year when many organizations and individuals needed extra support, Autodesk employees responded by donating to nonprofits around the world. Autodesk full-time employees receive 1:1 matching funds (up to \$5,000 per employee) from the Autodesk Foundation, doubling the impact of their charitable giving to communities and the causes they care about most.

\$5.3 million

in Autodesk employee giving
(including Autodesk Foundation match)

Autodesk employees act in times of crisis

Autodesk employees, along with company matching and Autodesk Foundation grants, provided \$1.1 million in financial support during FY24 to help respond to crises worldwide, including:

Turkey-Syria earthquake

Two massive earthquakes—one 7.8 magnitude, one 7.5 magnitude—hit Turkey; the first was the region’s most devastating quake in 20+ years.¹

Maui wildfires

A series of wildfires swept across Hawaii; the largest—the Lahaina fire on Maui—was the worst natural hazard disaster in Hawaii’s history.²

Morocco earthquake

A magnitude 6.8 earthquake hit Morocco—the country’s strongest quake in more than 120 years.³

Libya floods

Mediterranean Storm Daniel brought heavy rainfall and flooding to eastern Libya, resulting in large-scale destruction.⁴

Gaza-Israeli humanitarian crisis

Hamas militants launched an attack on Israel; retaliatory actions in Gaza have resulted in an ongoing humanitarian crisis in the region.⁵

1 <https://disasterphilanthropy.org/disasters/2023-turkey-syria-earthquake/>
2 <https://disasterphilanthropy.org/disasters/2023-north-american-wildfires/>
3 <https://disasterphilanthropy.org/disasters/2023-morocco-earthquake/>
4 <https://disasterphilanthropy.org/disasters/2023-libya-floods/>
5 <https://disasterphilanthropy.org/disasters/gaza-israeli-humanitarian-crisis/>



Top causes Autodesk employees donated to in FY24



Education

Improving access to quality learning through scholarships, after-school programs, and educational resources for students of all ages.



Human Services

Providing essential services like food assistance, shelter, and support for vulnerable populations including people experiencing homeless, the elderly, and low-income families.



International Affairs

Advancing global development, human rights, and disaster relief.



Health

Improving public health through medical research, disease prevention, and access to health care services for underserved communities.



Arts & Culture

Supporting artistic expression, preserving cultural heritage, and providing access to art education and cultural experiences.

Grantmaking with Autodesk Employee Resource Groups

In 2023, we partnered with Autodesk’s Diversity & Belonging team to run the second year of a participatory grantmaking program through which Autodesk’s nine ERGs each directed \$20,000 in unrestricted funding to nonprofits of their choosing. This collaboration—which brings ERG members into our work as stakeholders and decision makers—enables ERGs to strengthen the bonds they are creating within and beyond Autodesk’s walls, leading to positive impacts in the communities they represent. Through this initiative, ERG grantmaking teams learn best practices for effective philanthropy, how to engage ERG members in decision making, and how to conduct due diligence. The collaboration also connects Autodesk Foundation team members more closely to issues and organizations that Autodesk’s employees care about passionately.

The organizations selected by Autodesk ERGs in 2023 included: American Indian Science and Engineering Society, Ascend Foundation, Black Girls Do STEM, Build Out Alliance, CenterLink, Fab Lab El Paso, Freedom Service Dogs, Gameheads, #LatinaGeeks, Path Forward, Roots for Boots, The Arc, and Wetech.

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\$180,000

in unrestricted grants was awarded to 13 nonprofits addressing issues important to ERGs, including STEM education for girls of color, access to essential services and employment, and advancing human rights around the world.

“We all have things we care deeply about outside of our work at Autodesk, and this opportunity provides an ability to bridge personal and professional worlds while delivering amazing impact for the nonprofits selected.”



Brandon Cramer
Global Lead, Autodesk Black Network;
Research Manager, Autodesk



Design and make a better world with us

We invite you to join us on the journey to support innovators and organizations in designing and making a more sustainable, inclusive, and resilient world.

Visit Autodesk.org to learn more about how we are catalyzing innovation and enabling Autodesk employee impact through our global portfolio of nonprofits and start-ups.

➔ [Learn more](#)



Image courtesy of Envision Rwanda, Bridges to Prosperity



Appendix

Philanthropy	FY22	FY23	FY24
Autodesk, Inc. and Autodesk Foundation monetary contributions [US\$] ¹	\$18,500,000	\$23,300,000	\$37,800,000
Company product donations [US\$] ²	\$41,300,000	\$53,400,000	\$42,000,000
Autodesk employee giving [US\$]	\$2,900,000	\$2,500,000	\$2,600,000
Foundation match of Autodesk employee giving of time and money [US\$] (also included in the “Autodesk, Inc. and Autodesk Foundation monetary contributions” line above)	\$2,700,000	\$2,800,000	\$2,700,000
Autodesk employee volunteer hours ³	23,100	20,000	22,600
Autodesk employee Pro Bono Consulting volunteer hours (donated to nonprofits and impact-related start-ups)	5,400	3,680	1,840

Autodesk Foundation impact metrics	2021	2022	2023
Energy & Materials			
Realized GHG emissions reduction (annual, metric tons CO ₂ e)	203,000	165,000	255,000
Potential GHG emissions reduction by 2050 (cumulative, metric gigatons CO ₂ e) ⁴	14	20	20
Health & Resilience			
Individuals directly impacted (cumulative) ⁵	16,900,000	74,700,000	109,400,000
Realized GHG emissions reduction (annual, metric tons CO ₂ e) ⁶	1,200,000	2,200,000	2,000,000
Individuals who accessed training (annual)	76,200	26,100	25,500
Individuals obtained new or improved jobs (annual)	1,400	5,900	4,100
Work & Prosperity			
Individuals obtained new or improved jobs (annual)	13,500	21,200	8,800
Individuals directly impacted (cumulative) ⁵	12,100,000	12,100,000	62,300
Individuals trained (annual)	17,500	27,100	10,000
Certifications and credentials facilitated (annual)	13,800	21,200	3,500

1 Data reflect 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 FY22 data includes all Pro Bono Consulting volunteer hours. FY23 and FY24 data do not include Pro Bono Consulting volunteer hours. We estimate that approximately 20% of Autodesk employee volunteer hours took place during company time.

4 Cumulative potential GHG emissions reduction through 2050 from organizations that were a part of the Autodesk Foundation portfolio during the year noted. These data were calculated by third-party expert Rho Impact in collaboration with portfolio organizations and the Autodesk Foundation.

5 Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during the year noted.

6 These data were calculated by portfolio organizations and the methodology was vetted by CEA Consulting.



Forward-looking statements

This report includes statements regarding future plans, expectations, beliefs, intentions and prospects that are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements may appear through the report and the words "may," "believe," "could," "expect," "anticipate," "estimate," "intend," "strategy," "future," "opportunity," "plan," "should," "will," "would," "seeks," "targets," "looks for," "looks to," "continues" and similar expressions, as well as statements regarding our focus for the future, are generally intended to identify forward-looking statements. 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. Factors that might cause or contribute to such differences include, but are not limited to, those discussed in the section titled "Risk Factors" of our Forms 10-K and 10-Q. Undue reliance should not be placed on these forward-looking statements, which speak only as of the date of this report. 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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