



Let's design and make this

# better world

everyone's talking about

**FY23 Impact Report  
Executive Summary**



Image courtesy of Stuart Webster, BAM



# About this Executive Summary

This summary draws key data and performance highlights from our Annual Impact Report for the 2023 fiscal year (February 1, 2022 - January 31, 2023) and outlines how we are driving positive environmental and social impact through improving our operations, partnering with our customers, and advancing our industries.

We thank our employees, customers, and communities for their partnership and continued efforts to design and make a better world for all.

To learn more about all that we have accomplished in the last year, please read our full [FY23 Annual Impact Report](#).



# A message from our president and CEO

As the leader of a responsible business, I believe that we must balance the interests of society with those of our stakeholders—our customers, employees, and investors. And, increasingly, these interests are aligned.

Last year was tumultuous, with the Russian invasion of Ukraine, global inflationary pressures, and increasing political polarization in the United States—amid other crises. These immediate concerns are exacerbated by the longer-term issues of climate change and inequality. As I look back on fiscal year 2023, the significance of these societal challenges continues to grow, as does Autodesk’s response to them.

Autodesk technology is the digital foundation of the built environment, industrial production, and media and entertainment sectors. Our ability to enable better, sustainable outcomes through our tools is a responsibility we take very seriously. As the world’s premier Design & Make platform, we have a consequential opportunity to support the creation of a better world for all. You will see the results of our endeavors to date outlined in the following report.

We continue to drive meaningful progress against our corporate impact strategy, with concomitant investments across our Carbon Fund, diversity and belonging initiatives, and the Autodesk Foundation. All of this is in service of our continuing investments in our customers’ ability to deliver on their sustainability and diversity goals.

We organize our work into three complementary strategies: managing our own environmental, social, and governance (ESG) opportunities and risks; delivering on our customers’ ability to meet their climate and diversity goals; and, finally, investing in innovations that will advance our industries toward positive outcomes.

## We apply innovative, industry-leading solutions to measure and manage the ESG risks associated with our business.

We are well on our way toward achieving our diversity and belonging goals that we set forth a few years ago. And we are moving up the value chain with our climate commitments—specifically, investing in renewable energy grid capacity and evolving our procurement of carbon offsets to transition from avoidance toward removal.

All these initiatives add value to Autodesk by reducing risk, and cost, associated with running our business—through higher employee retention rates, lower energy costs, and increasing regulatory compliance.

## Our millions of customers are our biggest lever supporting positive change.

In addition to providing free access to our portfolio of professional tools and curriculum to more than 100 million students, educators, and accredited institutions worldwide, we also believe in equitable access for underrepresented populations. Our recent \$1 million grant to Howard University in support of its mechanical engineering department underscores this commitment to build the pipeline of Black engineering talent in the United States.

We are investing in solutions that are purpose-built for carbon management. We have deployed energy modeling and embodied carbon capabilities across our industry solutions this past year. Our water management tools improve efficiency and reduce waste by design. And our new industry cloud offerings have native sustainability capabilities, like energy analysis and environmental modeling features.

Our overarching technology strategy is to deliver an end-to-end platform that enables a seamless flow of data for our customers. Designers, architects, engineers, construction and manufacturing professionals, building and asset owners—all our customers—will be able to seamlessly access data and insights at the right time to achieve their most important sustainable outcomes.

## Through investments in R&D as well as our wider ecosystem, we are supporting the innovations that will transform industries.

Our investments in generative design and artificial intelligence are yielding real-time insights into embodied carbon, and our Foundation has recently invested in low-carbon concrete, chemical recycling of critical metals, and innovations in nuclear fusion. These investments will yield meaningful breakthroughs in materials efficiency, energy generation, and circularity.

And innovation will not succeed in a vacuum. We have partnered with several organizations driving collective solutions to cross-industry challenges—including World Business Council for Sustainable Development, the Global Alliance for Buildings and Construction, as well as the Society of Women Engineers and the National Society of Black Engineers.

## We recognize the increasing significance of this work.

We need to do our part in the global transition toward a low-carbon and inclusive future and are excited about the opportunities and benefits this will yield for our business—and for society. By focusing on these issues internally, we can then help our customers to address the same challenges, and subsequently transform the industries that we serve.

We appreciate your support on this journey. Autodesk has a significant role to play in helping our customers design and make a better world for all. Together, we can deliver a sustainable, resilient, and inclusive future. Thank you.

Sincerely,

**Andrew Anagnost**  
President and  
Chief Executive Officer





# FY23 highlights

## 100% renewable energy

sourcing our facilities, cloud services, and employee work from home

## Operationalized a hybrid-first office culture

including Flex Forward program to equip the company with the tools to further enhance engagement and productivity

## 37.4%

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

## Sustainability-enabling solutions

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

## Investing in education

gifted \$1 million to Howard University in support of its mechanical engineering department

## Hosted first Sustainability Leadership Summit

with our customers and partners at Autodesk University

## 2.4 million

metric tons CO<sub>2</sub>e of GHG emissions reduced by the Autodesk Foundation's global portfolio

## Continued engagement at the UN Climate Change Conference (COP27)

by supporting the UN Environment Programme Buildings Pavilion

## \$53.4 million

in Autodesk product donations

## \$23.3 million

in philanthropic funding from Autodesk and the Autodesk Foundation

## 27,000+ people

obtained new or improved jobs through the Autodesk Foundation portfolio



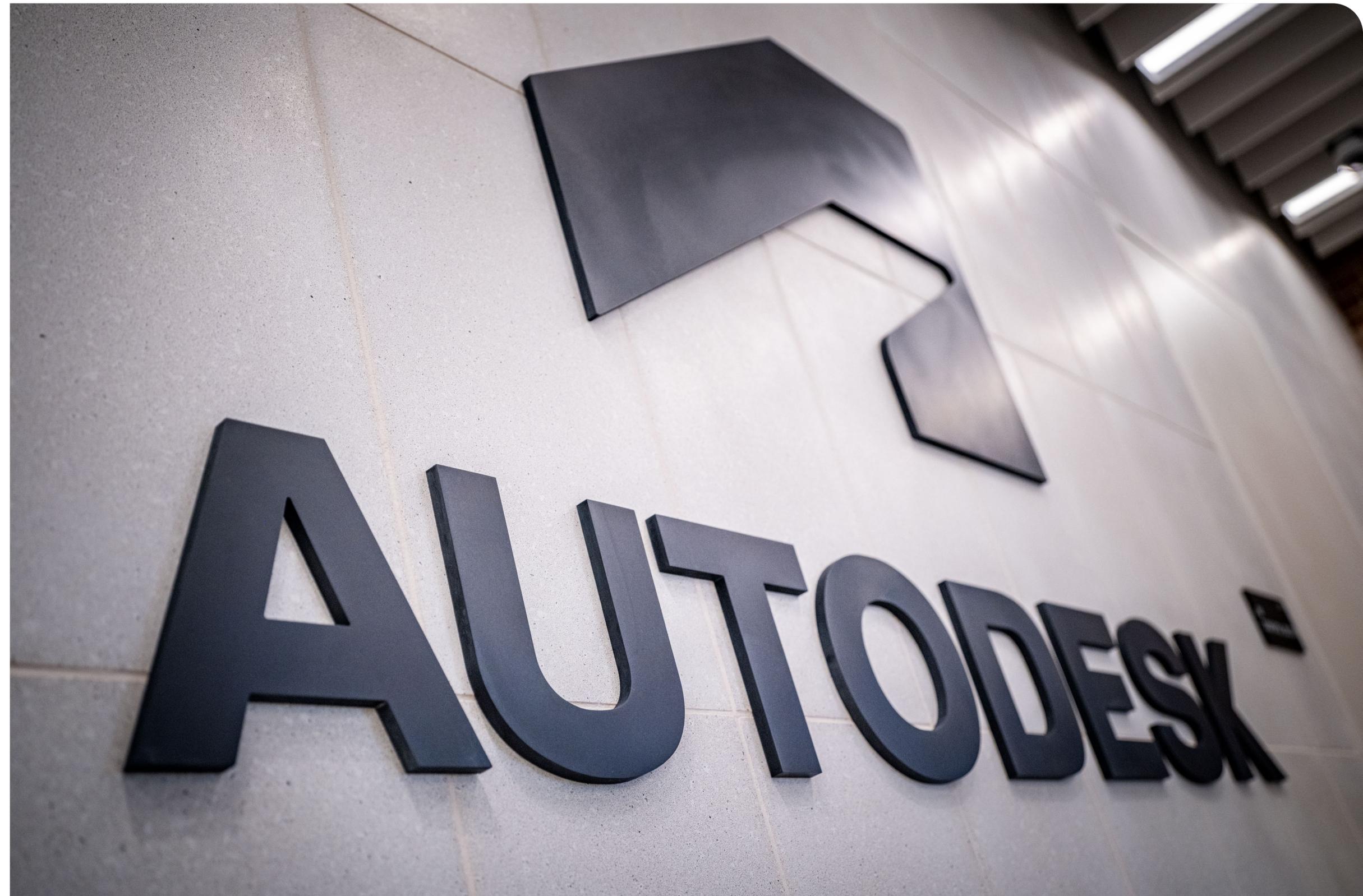
# Our company

## A better world designed and made for all

From the greenest buildings to the cleanest cars, from the smartest factories to the biggest stories, amazing things are created every day with Autodesk. Over four decades, we've worked together with our customers to transform how things are made, and in doing so we have also transformed what can be made. A car's performance now inspires the method of its manufacture, a city's infrastructure helps predict the unpredictable, and the creation of ever-bigger universes shapes ever-bigger stories.

Today our solutions span countless industries, empowering innovators everywhere. But we are restless to do more. We do not believe in waiting for progress, we believe in making it. By combining and recombining technologies. By blurring boundaries, reinventing rules, and merging fields. By unleashing talent and unlocking insights across industries. By helping our customers converge on solutions to the challenges we all face today. At Autodesk, we believe that when you have the right tools to work and think flexibly, you have the power to transform what actually needs making.

Our customers are expected to deliver increasingly complex projects on accelerated timelines while balancing trade-offs between cost, environmental performance, impact on communities, and more. We are developing the solutions needed to measure, manage, and automate these processes while helping customers build and connect applications that unlock the value of their design and engineering data to drive sustainable outcomes. Autodesk delivers the power to design and make a better world for all.





# 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, informed by the UN Sustainable Development Goals, align the top needs of our stakeholders, the most important issues of our business, and the areas where we can best 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—setting the standard in our culture, governance, and operations

### Partner with customers

Achieve positive impact at scale—by partnering with our customers to deliver sustainable outcomes

### Advance industries

Transform our industries to be inclusive, resilient, and sustainable

## 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.





## Executive compensation and ESG performance

To drive the achievement of our key strategic ESG priorities related to diversity, inclusion, belonging, environmental sustainability, and philanthropy, our executive compensation program allows for the CEO to recommend to the Board of Directors Compensation and Human Resources Committee adjustments to awards for the other (non-CEO) executive officers based on ESG performance. Given that long-term incentive awards are the largest component of executive officers’ compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO’s recommendations when determining the final awards for the other executive officers, and also consider overall company ESG progress and outcomes when it determines long-term incentive awards for the CEO.

In FY23, the CEO and Committee concluded that the leadership team met expectations for progress on ESG initiatives, and therefore did not adjust long-term incentive awards for executive officers. For FY24, we have defined quantitative and qualitative ESG measures that leaders will be assessed against to inform the CEO’s recommendations to the Committee and the Committee’s determination of final awards for all executive officers.

These include:

- Employee belonging and engagement outcomes
- Turnover rates and representation of women and people of color
- Achievement of decarbonization, greenhouse gas (GHG) neutralization, and renewable energy goals
- Executive involvement in and support of employee groups, external organizations, and other efforts that promote ESG

For the April 2023 long-term incentive awards (which, consistent with SEC rules, will be disclosed in the fiscal year 2024 proxy statement in May 2024) and beyond, we anticipate that we will continue to refine our measurements and processes as we learn from our internal best practices, as well as practices that continue to emerge in the external market.

## 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 2022, we issued our first *Sustainability Bond Impact Report* highlighting how the \$1 billion in Autodesk’s [sustainability bond](#) offering was allocated. In FY23, we met our corporate sustainability targets and received preferential rates on the line of credit.

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.

## Impact measurement and management

For more than 10 years, we have publicly reported metrics that demonstrate our progress and impact, such as 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](#). Our biggest opportunity to create impact at scale is by enabling our customers to harness data and generate insights. Although these activities are complex, multidimensional, and outside of our direct control, we know that it is essential to equip our customers with the tools they need to measure and manage the impact of their design and make decisions.

The Autodesk Foundation has [gained important insights](#) into how impact measurement and management can establish accountability, inform decision making, and provide the evidence base for impact. 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.

# Philanthropy

Autodesk’s philanthropy catalyzes progress toward a more sustainable, resilient, and equitable world.

- See the [Employee impact at work](#) section for more information.
- See the [Catalyze innovation](#) section for more information.
- See detailed performance metrics in the [Data summary](#).

\* 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 (\$29.95 per hour was indexed in 2022). Value of employee Pro Bono Consulting volunteer hours (\$195 per hour also included in this total) is based on hourly rates for various skills cited by [CECP](#).

## Funding

# \$12.4 million

in strategic philanthropy deployed by the Autodesk Foundation\* during FY23 to a portfolio of 50 nonprofits and start-ups globally

# \$11 million†

in charitable contributions, including \$7.8 million by Autodesk, \$2.8 million Autodesk Foundation match of employee giving, and \$0.34 million Autodesk Foundation contributions for crisis response and ERG grantmaking

## Technology

# Millions

of students and educators used Autodesk software at no charge to learn design and make skills (see [Education](#))

# \$53.4 million

in Autodesk software donated to 3,551 nonprofits and start-ups worldwide

## Talent

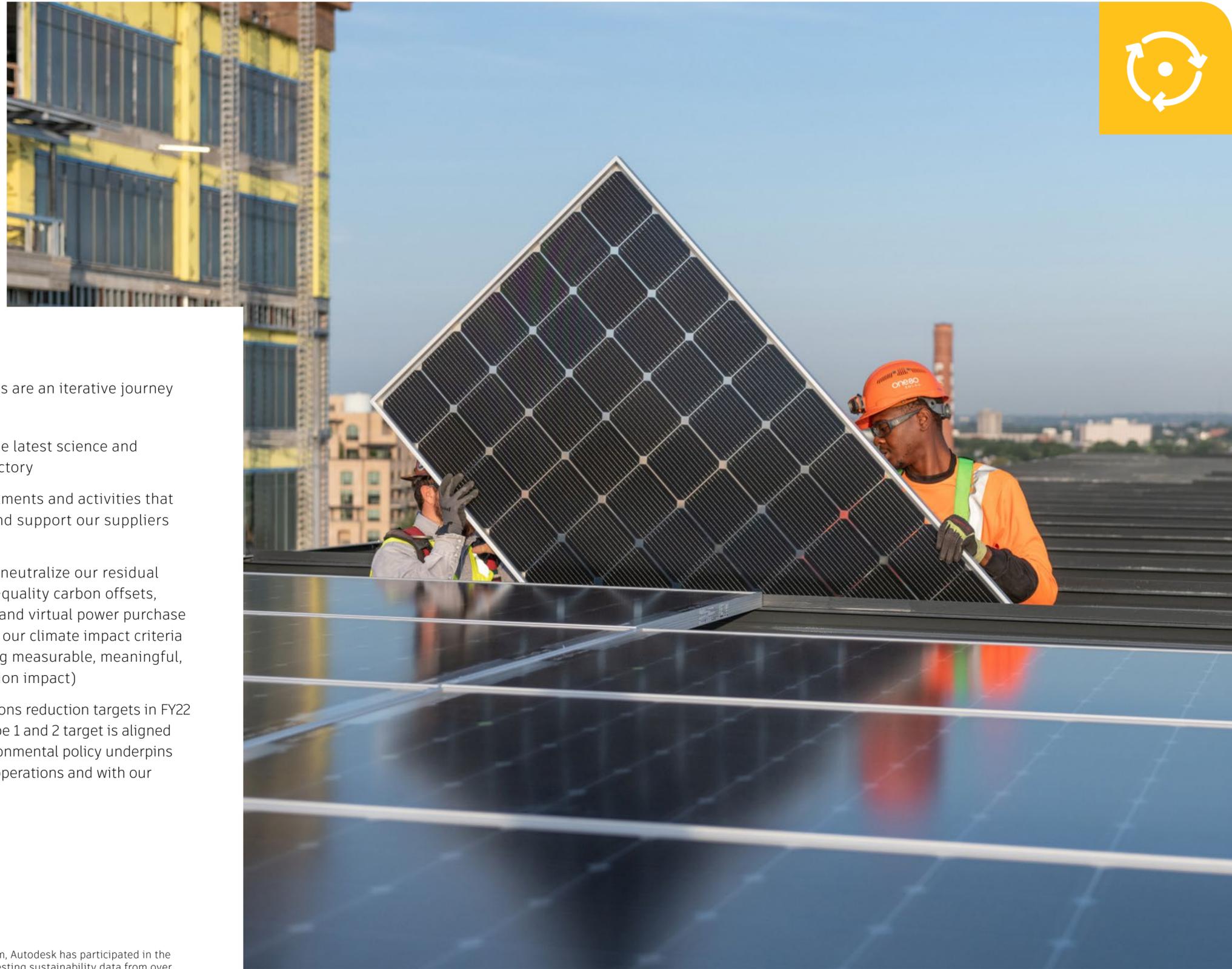
# \$1.3 million

in employee volunteer hours, including Pro Bono Consulting volunteer hours‡



## Energy & Materials

# Advancing our sustainable business practices



**Autodesk continues to strive for excellence in embedding sustainability throughout our business—which we believe to be essential for any company operating in today’s business environment. Our programs not only reduce our own footprint, but they also enable us to thoughtfully engage with our customers and partners on their own sustainability journeys.**

Autodesk first committed to neutralizing our carbon emissions across Scopes 1, 2, and 3 on an annual basis beginning in FY21.<sup>1</sup> For the third year in a row, we made meaningful progress on our journey to decarbonize our operations and neutralized our residual emissions across our operations and entire value chain through the deployment of the Autodesk Carbon Fund.

Our sustainable operations efforts are an iterative 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 support our suppliers to become more sustainable<sup>2</sup>
- A commitment to responsibly neutralize our residual emissions by purchasing high-quality carbon offsets, renewable energy certificates, and virtual power purchase agreements (vPPAs) that meet our climate impact criteria (these criteria include fostering measurable, meaningful, and additional climate mitigation impact)

The SBTi validated our GHG emissions reduction targets in FY22 and determined that our FY31 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.



<sup>1</sup> As part of our supplier engagement program, Autodesk has participated in the CDP Supply Chain program since FY22 requesting sustainability data from over 100 suppliers in FY23.

<sup>2</sup> As part of our supplier engagement program, Autodesk has participated in the CDP Supply Chain program since FY22 requesting sustainability data from over 100 suppliers in FY23.



# Sustainable business practices targets

## Reducing our emissions

# 50%

reduction in Scope 1 and Scope 2 GHG emissions by FY31, compared to FY20

SBTi validated

7% increase\*

# 55%<sup>†</sup>

minimum reduction in Scope 3 GHG emissions per dollar of gross profit by FY31, compared to FY20<sup>‡</sup>

SBTi validated

61% reduction achieved

# 26.5%

of suppliers for purchased goods and services and business travel, will have science-based targets by FY27

17.6% achieved<sup>§</sup>

## Sourcing renewable energy

# 100%

renewable energy sourcing our facilities, cloud services, and employee work from home by FY21\*

SBTi validated

Achieved and ongoing

# Neutralize residual carbon emissions

for Scope 1, 2, and 3 annually, beginning FY21

Achieved and ongoing

\* This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates. The increase (+7%) from our FY20 baseline was due primarily to improved data and refined accounting related to our managed fleet operations in the Europe, Middle East, and Africa region, as well as increased fleet use due to relaxed travel restrictions associated with the COVID-19 pandemic.

† This target is an approved science-based target that covers portions of our purchased goods and services, business travel, employee commuting, and fuel- and energy-related activity emissions.

‡ This reduction was due largely to Autodesk discontinuing its line of physical media kits (software on CD ROMs and other media), which eliminated associated GHG emissions.

§ Autodesk's spend by supplier as well as emission factors may change on a yearly basis, which will in turn impact progress against this target. To accommodate these factors and provide a performance buffer, we aim to engage a higher percentage of suppliers by emissions than the stated goal of 26.5%.

# Ongoing commitments

Report climate change information in mainstream financial reports

+ See [Autodesk FY2023 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



## Energy & Materials

# Autodesk Carbon Fund

The Autodesk Carbon Fund supports our efforts to measurably, meaningfully, and additionally mitigate climate change by funding activities that:

- Deliver on Autodesk's sustainability commitments
- Advance Autodesk's unique climate impact opportunity afforded by its employees, its customers, and its position within industry

The fund is created by applying our internal price on carbon across Autodesk's Scope 1, 2, and 3 emissions. Moving into FY23, we increased our internal price on carbon to \$20 per metric ton, from \$10 per metric ton in FY22. This increase helped us take action on new, additional emission reduction initiatives within our operations and value chain and reinforced our commitment to neutralizing our residual emissions through the purchase of high-quality carbon offsets. As we look ahead, we recognize our carbon price will not be fixed. To enable the change needed to drive impact, we strive for our internal price on carbon to continue to be an effective signal, taking into account the rising social cost of carbon as well as our climate ambition as a whole.

Through the Autodesk Carbon Fund, during FY23 we continued to invest in projects that align with the company's impact opportunity areas. We invested \$3 million from the Carbon Fund during the year.

## Investment guiding principles and priorities

Given the dynamic nature of Autodesk's sustainability commitments, our impact strategy, and the types, prices, and quantities of solutions available, the Carbon Fund uses a set of underlying guiding principles, values, and priorities when making capital allocation decisions.

- **Optimize for impact:** Realize measurable, meaningful, and additional climate mitigation impact, while leveraging our technology, customer networks, and industries to drive systemic impact when possible.
- **Diversify the portfolio of solutions:** Balance the efforts of the Carbon Fund with a portfolio of solutions that span a spectrum of risk/reward in relation to climate impact and time frame.
- **Surpass industry standards:** Lead with authenticity, surpassing industry standards and generally accepted best practices when we believe it is necessary for achieving greater climate impact.

### Internal carbon price per metric ton



<sup>1</sup> This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.

We make investments from the Carbon Fund in four types of projects and initiatives: efficiency, decarbonization, leadership and engagement, and carbon offsets.

### 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 some emissions from our footprint and decreases the need to invest in renewable energy credits and offsets.

[+ Learn more](#)

### Decarbonization projects

We are committed to sourcing 100% renewable energy<sup>1</sup> in our operations and this year focused our efforts on making additional contributions to renewable energy. Since FY16, we have continued to meet our RE100 commitment and purchased 125,000 MWh of renewable energy in FY23. In addition to sourcing 100% renewable energy for our workplaces and cloud in FY23 (as in FY22), we purchased renewable energy credits for all employees working from home. During FY23:

- We evolved our approach beyond purchasing energy credits to also investing directly into vPPAs. In 2022, we engaged Sustainability Roundtable, Inc. on an aggregated purchasing opportunity for developing a new 100 MW renewable energy project.

### Carbon leadership and engagement

Autodesk actively engages with industry peers, advisors, and partners working to scale decarbonization solutions and create markets for innovations we believe are critical to decarbonizing our industries. For example, we are members of the Business Council on Climate Change (BC3), the Business Alliance for Scaling Carbon Solutions (BASCS), Ceres, and [First Movers Coalition](#).

### Carbon offset projects

We support carbon offset projects to address residual GHG emissions that remain after making the investments above, while also delivering positive outcomes in alignment with our broader impact opportunity areas. We continue to strive for transparency as the sector evolves and uphold high integrity in aligning with industry standards while at the same time welcoming changes to improve on existing standards. During FY23:

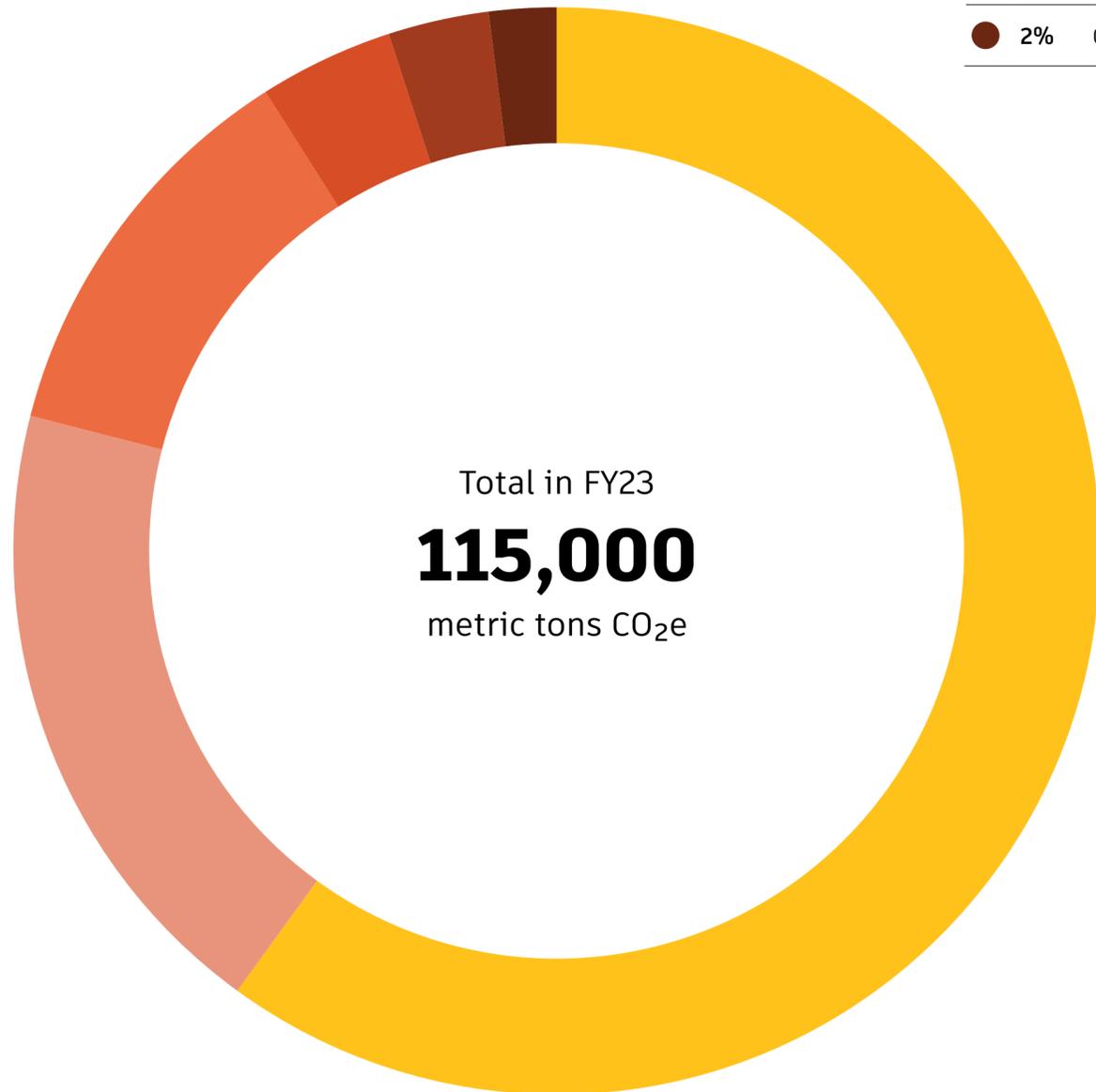
- We provided climate finance to six projects that offset 120,000 metric tons of CO<sub>2e</sub> emissions.
- We advanced our carbon removal strategy through the direct procurement of carbon removal and avoidance credits associated with the architecture, engineering, construction and design and manufacturing industries.



## Energy & Materials

# Our carbon footprint

60%	Procurement
19%	Business travel
12%	Major conferences
4%	Employee commuting and remote work
3%	Workplaces
2%	Cloud and data centers



**Customer carbon emissions**

Regulatory pressures, investor sentiment, and public sector incentives are increasingly driving Autodesk's customers to measure and subsequently manage the carbon emissions associated with their business activities. Autodesk products have a meaningful role to play in supporting this move toward the decarbonization of the industries we serve.

The opportunity for Autodesk to measure the carbon emissions associated with our downstream customers' projects requires access to rigorous and auditable sustainability data. Our corporate strategy to offer end-to-end software solutions and the evolution of our product offerings into platform-based industry clouds will enable this. We will continue working to offer more rigor and clarity on this in the coming years.



## Work & Prosperity

# Living our culture

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

Together, we harness the power of our culture to:

- Unite Autodeskers through our shared purpose and sense of belonging
- Ensure a globally diverse workforce and culture of inclusion that drives innovation
- Amplify our Culture Code to improve professional growth and business outcomes

### 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 companywide 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.

[Learn more](#)

→ [Fast Company Best Workplaces for Innovators list \(2022\)](#)

→ [Built In 2023 Best Places to Work list](#)

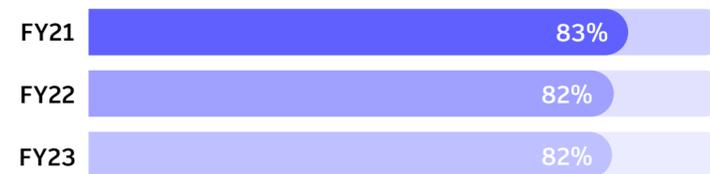
→ [The Muse VIBE \(voted in by employees\) Awards 2022](#)

### Culture drives employee retention

We believe our strong company culture, including our diversity and belonging programs and approach to hybrid work anchored in flexibility, continues to contribute to a lower turnover rate as compared to our Worldwide Software industry peers. Overall turnover for Autodesk in FY23 was 13.8%, including both voluntary and involuntary exits, compared to an industry average of 16.1% during an overlapping time period (June 1, 2021, to June 1, 2022). This placed us below the 25th percentile. Our voluntary turnover rate in FY23 was 11.3%, compared to an industry average of 13.8%. This also placed Autodesk below the 25th percentile, for the second consecutive year during a time of heightened turnover.<sup>1</sup>

→ [Learn why former Autodeskers return to the company.](#)

### 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. FY23 corresponds to calendar year 2022, and so forth.

<sup>1</sup> Dodge Construction Network, *World Green Building Trends 2021 SmartMarket Report* (Dodge Data & Analytics, 2021), 5, [https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/world\\_green\\_building\\_report.pdf](https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/world_green_building_report.pdf)

# Flex Forward

Autodesk is embracing flexibility in the world of hybrid work—one that fuels our mission, enhances our culture, connects us to one another, and positions Autodesk as a hybrid-first tech company.

Initially, Autodesk launched our “Flexible Workplace Program” in response to the need to accommodate remote work. Now, we’ve designed programs and policies to intentionally lean into a hybrid-first culture, equipping the company with the tools to further enhance how we stay engaged and productive within our innovative and impactful culture.

Through Flex Forward, Autodesk boosts productivity, connection, and belonging, and fosters a hybrid-first culture that serves our vision and mission while enabling us to access the untapped potential of a much more diverse talent pool. We empower our people managers to lead, role-model, and inspire, which positions employees to thrive. Our [Culture Code](#) serves as our foundation as we continually adapt to ways of working that are more flexible and sustainable, and that enhance our employee experience while meeting the needs of our dynamic and growing business.

This includes:

- Extending our global mobility policies, to provide employees flexibility to leverage Autodesk’s locations worldwide and experience life and work outside their home country.
- Harmonizing work-from-home benefits for all employees, despite workplace designations, to bring consistency and parity to overall employee experience.
- Investing in intentional office design to promote on-site experiences for gathering, collaboration, and focused work.
- Providing people managers with training and toolsets that enable them to continue to lead in a flexible workspace.

### Harnessing hybrid work

To support our Flex Forward program, we implemented a companywide initiative to prioritize synchronous time for employees to work heads down and boost productivity through Focus Fridays and Smart Sundays globally—as well as one-time global company holidays to help employees recharge. And in 2022, we released [Harnessing Hybrid](#), a four-part training program founded in behavioral science principles to equip people managers to lead, inspire, and boost trust and accountability in a hybrid environment.

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



## Work & Prosperity

# 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 and partners 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 effectively we can help our customers drive positive outcomes at scale.

### Employee volunteering and giving

In FY23, Autodesk employees continued to contribute their talent, time, and money in service of impact. Our employees and our culture of impact bring Autodesk’s vision of a better world to life.

### FY23 highlights

**37%** of employees logged a donation and/or volunteer time

**4,400+** organizations globally supported through employee giving and volunteerism

**23,700** employee volunteer hours, including 3,680 Pro Bono Consulting volunteer hours

**\$1.32 million** worth of employee volunteer hours\*

**\$2.46 million** in employee giving

**\$140,000** in unrestricted grant funds was awarded to 10 nonprofits addressing issues important to ERGs, including STEM education for girls of color and advancing human rights around the world.

\* Value of volunteer hours aligns with annual valuation from Independent Sector (\$29.95 per hour was indexed in 2022). Value of employee Pro Bono Consulting volunteer hours (\$195 per hour also included in this total) is based on hourly rates for various skills cited by [CECP](#).

# Diversity and belonging

**At Autodesk, we are 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. We are creating a workplace that embraces a multitude of original minds and talents to develop 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. Autodesk is a company leading change, where people can build community and thrive.

### Global diversity and belonging strategy

In 2020, we launched a major global diversity and belonging strategy that focuses on individual, interpersonal, and structural dimensions of change and transformation.

As part of 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 second year of progress against our three-year diversity and belonging goals. We made significant progress during FY23 and are increasing focus in areas where additional effort is needed.

	Attract a diverse workforce	Expand leadership diversity	Foster a culture of belonging
<b>Objective</b>	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
<b>Goals (by the end of 2024)</b>	<p>Increase the number of women in tech roles globally by</p> <p><b>25%*</b></p> <p>Progress through FY23: <b>Up 37.4%</b></p> <hr/> <p>Increase the number of women in sales roles globally by</p> <p><b>25%*</b></p> <p>Progress through FY23: <b>Up 13.7%</b></p> <hr/> <p>Increase the number of US employees who are underrepresented people of color† by</p> <p><b>30%*</b></p> <p>Progress through FY23: <b>Up 23.2%</b></p>	<p>Increase the number of leaders (director and above) based in EMEA, APAC, Japan, Canada, and LATAM by</p> <p><b>10%*</b></p> <p>Progress through FY23: <b>Up 13.2%</b></p> <hr/> <p>Increase the number of leaders (senior director and above) in the United States who are people of color† by</p> <p><b>40%*</b></p> <p>Progress through FY23: <b>Up 53.3%</b></p> <hr/> <p>Increase the number of Black and Latinx leaders (senior director and above) in the United States by</p> <p><b>300%*</b></p> <p>Progress through FY23: <b>Up 140.0%</b></p>	<p>Reduce gaps between all demographic groups and companywide survey scores on belonging to</p> <p><b>5 points or less</b></p> <p>Progress through FY23: <b>Within 5 points</b></p> <hr/> <p>Reduce gaps between all demographic groups and companywide survey scores on engagement to</p> <p><b>5 points or less</b></p> <p>Progress through FY23: <b>Within 5 points</b></p> <hr/> <p>Launch diversity and belonging training companywide, and achieve greater than</p> <p><b>75%</b></p> <p>employee participation</p> <p>Progress through FY23: <b>96.5% achieved</b> (based on Professional Behaviors mandatory training)</p>

\* Compared to the beginning of FY22. Our second-year aim was to reach 60% 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.



# Architecture, Engineering & Construction

For detailed information about the ways Autodesk is driving positive progress in AEC industries please see [page 39](#) in the full impact report.

## Energy & Materials



**The architecture, engineering, and construction (AEC) industry and its customers have a significant impact on CO<sub>2</sub> emissions, accounting for about 50% of the total use of raw materials and 36% of energy use globally.<sup>1</sup>**

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.<sup>2</sup> Reducing operational energy consumption in new and existing buildings remains a high priority for Autodesk and many of our customers. Tackling embodied carbon in infrastructure and building materials also offers great opportunity for near-term impact, since building materials from projected new building construction will account for half of the climate impacts between 2020 and 2050.<sup>3</sup>

In 2040, approximately two-thirds of the global building stock will be buildings that exist today.<sup>4</sup> Our customers are increasingly working to make and retrofit net-zero energy buildings, reduce embodied carbon, decrease construction waste, build better transport and water infrastructure, and develop smart and sustainable cities. Governments worldwide are using infrastructure to drive economic recovery and achieve long-term transformative outcomes, increasing funding and regulations for transportation infrastructure with a global stimulus value of over \$800 billion.<sup>5</sup>

**74% of AEC customers have a public commitment to sustainability—up 26 percentage points in three years.<sup>6</sup>**

Globally, commitment to increasing green building efforts remains strong: More than 70 countries, including the biggest emitters—China, the United States, and the European Union bloc—have now set net-zero targets, covering about 76% of global emissions.<sup>7</sup> 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, respectively. Owners report that new green buildings and renovation/retrofit projects increase building asset value by more than 9%.<sup>8</sup>

In the *2023 State of Design & Make* report, 82% of AEC companies are feeling customer-driven pressure to strengthen sustainable practices.<sup>6</sup> Autodesk is committed to providing automation tools—such as the Autodesk® Architecture, Engineering & Construction (AEC) Collection and Autodesk Construction Cloud®—to support these sustainability objectives at scale.

1 McKinsey & Company, “Sectors are unevenly exposed in the net-zero transition,” McKinsey Global Institute, January 25, 2022, <https://www.mckinsey.com/capabilities/sustainability/our-insights/sectors-are-unevenly-exposed-in-the-net-zero-transition>

2 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](https://globalabc.org/sites/default/files/inline-files/2020%20Buildings%20GSR_FULL%20REPORT.pdf)

3 World Green Building Council, *Bringing embodied carbon upfront* (London, Toronto: 2019), 17. [https://worldgbc.s3.eu-west-2.amazonaws.com/wp-content/uploads/2022/09/22123951/WorldGBC\\_Bringing\\_Embodied\\_Carbon\\_Upfront.pdf](https://worldgbc.s3.eu-west-2.amazonaws.com/wp-content/uploads/2022/09/22123951/WorldGBC_Bringing_Embodied_Carbon_Upfront.pdf)

4 Architecture 2030, “Why the built environment?” 2023, <https://architecture2030.org/why-the-building-sector/>

5 Global Infrastructure Hub, *InfraTracker: 2021 COVID-19 stimulus tracker*, <https://infotracker.gihub.org/2021-covid-19-stimulus-tracker/>

## Health & Resilience



According to the World Economic Forum’s *Global Risks Report 2023*, the top risks worldwide over a 10-year period (in terms of likelihood) include failure to mitigate and adapt to climate change, natural disasters and extreme weather events, biodiversity loss, and large-scale involuntary migration.<sup>9</sup> Each of these has profound implications for the health and resilience of communities and individuals.

There are numerous ways in which Autodesk technology can support the health and resilience of the architecture, engineering, and construction industry. These include modeling airflow and natural lighting in both residential and commercial buildings, assessing the structural strength and limitations of infrastructure, simulating traffic for evacuation planning, and visualizing the impact of flooding on buildings and infrastructure. Additionally, Autodesk technology can aid in predicting the flow of stormwater during any type of weather event, further enhancing our understanding of potential risks and improving our response to them.

6 *2023 State of Design & Make* report, Autodesk/Ipsos, 2023, <https://damassets.autodesk.net/content/dam/autodesk/docs/pdfs/2023-state-of-design-and-make.pdf>

7 United Nations Climate Action, “For a livable climate: Net-zero commitments must be backed by credible action,” <https://www.un.org/en/climatechange/net-zero-coalition>

8 Dodge Construction Network, *World Green Building Trends 2021 SmartMarket Report* (Dodge Data & Analytics, 2021), 5. [https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/world\\_green\\_building\\_report.pdf](https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/world_green_building_report.pdf)

## Work & Prosperity



AEC professionals are embracing digital transformation and collaboration, unifying workflows across the teams that design, build, and operate the built environment. At the same time, design and construction firms are adopting cloud-based solutions to increase productivity and overcome talent shortages. By democratizing access to opportunities and fostering inclusivity, the AEC industry is building a more equitable future.

Real-time monitoring of the construction site through a digital twin can highlight potential safety hazards before they become an issue on the physical site, enabling teams to proactively address and mitigate safety risks, leading to a safer construction site and working environment. Digital twins can also be used to train workers on safety protocols and procedures in a safe, controlled environment and test “whatif” scenarios, including the impact of design changes, weather disruptions, and security events. In a survey by Gartner, 31% of respondents said they use digital twins to improve safety, citing the use of remote asset monitoring to reduce the frequency of in-person monitoring.<sup>10</sup>

### Learning market-leading technology

Through [Autodesk Learning and Certification](#), AEC professionals can learn to integrate market-leading technologies with the insight to uncover what’s next in the industry. They can earn certifications to move their careers and their organizations forward by highlighting their knowledge of CAD and BIM tools.

9 World Economic Forum, *The Global Risks Report 2023* (Geneva: 2023), <https://www.weforum.org/reports/global-risks-report-2023>

10 “Gartner Survey Reveals 47% of Organizations Will Increase Investments in IoT Despite the Impact of COVID-19,” Gartner, 2020, <https://www.gartner.com/en/newsroom/press-releases/2020-10-29-gartner-survey-reveals-47-percent-of-organizations-will-increase-investments-in-iot-despite-the-impact-of-covid-19->



Image courtesy of British Antarctic Survey

### BAS uses Revit and BIM 360 to design and build sustainable science buildings in Antarctica

Antarctica's unforgiving and remote conditions do not allow for humans to live there permanently, but some scientists and staff spend part of the year at research stations, learning about the impact of climate change to better understand and protect the environment. British Antarctic Survey (BAS), the UK's national polar research institute, needed to replace six existing buildings that had reached their end of life with one, sustainable, larger "Discovery" Building. But numerous construction challenges arise in such an extreme climate.

During the project's 10-year journey, BAS—along with technical advisor Ramboll, construction partner BAM, and engineering consultant Sweco—has faced logistical complications managing materials, equipment, and construction workers. The project required a single digital model that many different partners and engineers could access.

Using Autodesk Insight and Revit, the design team developed carbon-informed design options that have saved nearly 700 tons of whole-life carbon emissions on the project so far.

"The Discovery Building was designed with a sustainability target of reducing fuel in the building's operation by around 25%. We have also explored reductions in embodied carbon through analyzing carbon in a variety of design options, which has helped us to save an additional 700 tonnes," says Natalia Ford, Sustainability manager at BAS.

[Learn more](#)

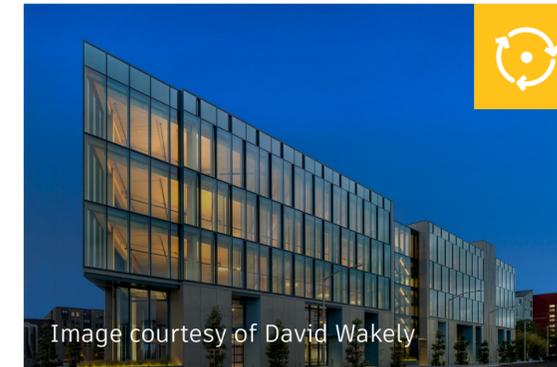


Image courtesy of David Wakely

### Making history with sustainable design in California

1 De Haro, California's first multi-story mass timber building, exemplifies the possibilities with whole-life carbon management.

[Learn more](#)



Image courtesy of Converge

### Bending carbon curves with predictive insights

Converge is harnessing AI, the cloud, and wireless sensors to revolutionize the construction lifecycle with actionable data insights that drive jobsite productivity and sustainability.

[Learn more](#)



Image courtesy of Milton Keynes University Hospital

### Harnessing data and technology to improve patient experience

Milton Keynes University Hospital NHS Foundation Trust is harnessing data and technology to improve patient experience and meet the needs of a growing community.

[Learn more](#)



Image courtesy of Scottish Canals

### Engineering "Europe's First Smart Canal" with Autodesk software

Scottish Canals, Glasgow City Council, and Scottish Water used ICMLive to optimize operations and control canal water levels in real time.

[Learn more](#)

[Watch the video](#)



# 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<sup>®</sup>, Autodesk<sup>®</sup> AutoCAD<sup>®</sup>, Autodesk Tandem<sup>®</sup>, BIM 360<sup>®</sup>, Build, BuildingConnected<sup>®</sup>, CFD, Civil 3D<sup>®</sup>, Formit<sup>®</sup>, Fabrication CAMduct<sup>™</sup>, ICM, ICMLive<sup>®</sup>, Info360<sup>®</sup> Asset, Info360<sup>®</sup> Insight, Info360<sup>®</sup> Plant, InfoDrainage<sup>™</sup>, InfoWater<sup>®</sup> Pro, InfoWorks<sup>®</sup>, InfraWorks<sup>®</sup>, Insight, Navisworks<sup>®</sup>, ReCap<sup>®</sup>, Revit<sup>®</sup>, Spacemaker<sup>®</sup>, and TallyCAT**

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### 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

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### Infrastructure

- Plan and design infrastructure for resilience and adaptation to climate change
- Visualize projects in context of the surrounding built and natural conditions
- Import GIS data to design with geographic context and sustainability in mind ultimately, reduce overall design time and project complexity
- Understand and verify existing conditions and as-built assets to gain insights and make better decisions in the planning phase
- 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 ensure clean drinking water reaches end users
- Model and simulate sewer collection, wastewater treatment plants, and other water quality-related systems
- Use real-time, actionable insights to enhance water service reliability
- Help prepare for emergencies and maintenance schedules
- AI optimization for energy, chemical, and water use reduction at water and wastewater treatment plants

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### 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



## Design & Manufacturing

For detailed information about the ways Autodesk is driving positive progress in D&M industries please see [page 49](#) in the full impact report.

# Energy & Materials



Approximately 19% of global GHG emissions are from the manufacturing industry,<sup>1</sup> and by 2050 the growth in population and associated demand for consumer goods will require at least twice the energy<sup>2</sup> and materials<sup>3</sup> currently used.

Addressing these challenges offers companies tremendous opportunities. Approaches such as design for manufacturing and circular design have the potential to increase product longevity, reduce waste and scrap, improve the overall efficiency of the manufacturing process, and decrease related environmental impacts.

These impacts and trends are driving manufacturers to commit to more sustainable and circular outcomes. In the [2023 State of Design & Make](#) report, 41% of executives in the design and manufacturing industry identified “decreasing waste from production and/or using more recycled materials” as a change the industry has already made to be more sustainable, and 35% are already designing products considering environmental impacts.<sup>4</sup>

# Health & Resilience



In recent years, most industries in the global economy have experienced unprecedented supply chain disruptions. This is due to two primary causes: the global economic shutdown during the COVID-19 pandemic and the current evolving geopolitical crises worldwide.

To address these issues, 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.

Combining the industry’s history of adaptability with advanced collaboration technology is helping product designers and manufacturers remain resilient.

# Work & Prosperity



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.

Cloud-based data management is essential to this digital transformation.

Embracing circular principles in our product capabilities and training programs supports the design and manufacturing of more sustainable products, while helping designers and engineers learn new skills and advance their careers.

Increasing diversity in manufacturing—including in recruiting, training, and fostering new talent—is a priority for Autodesk and many of our customers. Driving progress in this area is essential to addressing talent shortages and expanding economic opportunities in the field.

## Learning and certification

All of these new technologies and workflows require new ways of working for professionals. Several 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, and 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.

1 IEA, Greenhouse Gas Emissions from Energy Data Explorer (Paris: 2021), 5. <https://www.iea.org/data-and-statistics/data-tools/greenhouse-gas-emissions-from-energy-data-explorer>

2 U.S. Energy Information Administration (EIA), International Energy Outlook 2021 (Washington, DC: 2021), 6. <https://www.eia.gov/outlooks/ieo/>

3 Julian M. Allwood, et al., “Material Efficiency: A White Paper,” Resources, Conservation and Recycling 55 (2011), 363.

4 2023 *State of Design & Make* report, Autodesk/Ipsos, 2023, <https://damassets.autodesk.net/content/dam/autodesk/docs/pdfs/2023-state-of-design-and-make.pdf>



Image courtesy of PEMBREE

### Bike pedals that push for sustainability in the bike industry

Throughout his school days in the UK, Phil Law’s passion for cycling led him to design bikes and ramps, and at university he won an award for designing magnetic pedals for cyclists with knee injuries. As a graduate, Law subscribed to a non-commercial license of Autodesk Fusion 360, which enabled the budding entrepreneur to affordably develop his pedal designs.

When PEMBREE, Ltd. opened its doors in March 2020, the start-up had a small machining center, measuring equipment,

a laser marking system, a deburring machine, and a commercial suite of Fusion 360. The company has progressed rapidly and recently added a robot-loaded 5-axis CNC machining center.

The next step in PEMBREE’s Fusion 360 journey is the implementation of FEA (Finite Element Analysis) within Fusion 360. PEMBREE is an early adopter of the Makersite add-on to estimate the environmental impact and cost of its design choices.

A point of beaming pride for the micro-manufacturer is its environmental credentials. “All of our products are designed with sustainability in mind,” says Law. “In accordance with our environmental values, our pedals are 99.9% recyclable, and everything we do at PEMBREE is carbon neutral.”

[Learn more](#)



Image courtesy of Satoshi Yanagisawa

### Floating solar panels

A Japanese industrial designer devised floating solar panels with generative design to harvest renewable energy where land with good lighting for PV systems is not readily available.

[Learn more](#)



Image courtesy of Dr. Hannes Schwenke

### 3D printing arteries with Fusion 360

Dr. Hannes Schwenke and his team are 3D printing artery models to get a closer look at patient anatomy and ease patient anxiety.

[Learn more](#)



Image courtesy of Habitat for Humanity Central Arizona

### Using Autodesk AutoCAD and Fusion 360 to print 3D concrete homes

Habitat for Humanity’s first 3D printed home revealed how a home’s structure could be constructed with less time and resources than a traditional build process.

[Learn more](#)

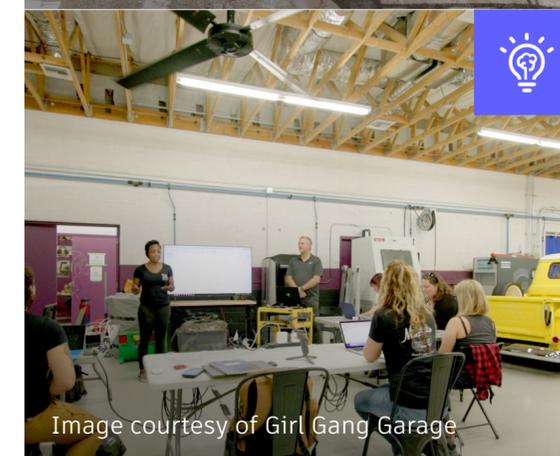


Image courtesy of Girl Gang Garage

### Building female representation in the automotive industry one car at a time

Girl Gang Garage, an Arizona-based teaching and learning space, is working to increase the percentage of auto service technicians and mechanics who identify as women and bring about true gender diversity to the automotive space.

[Learn more](#)



## 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®, Fusion 360® Manage with Upchain, Inventor®, Prodsmart, and Vault**

### Materials efficiency and circularity

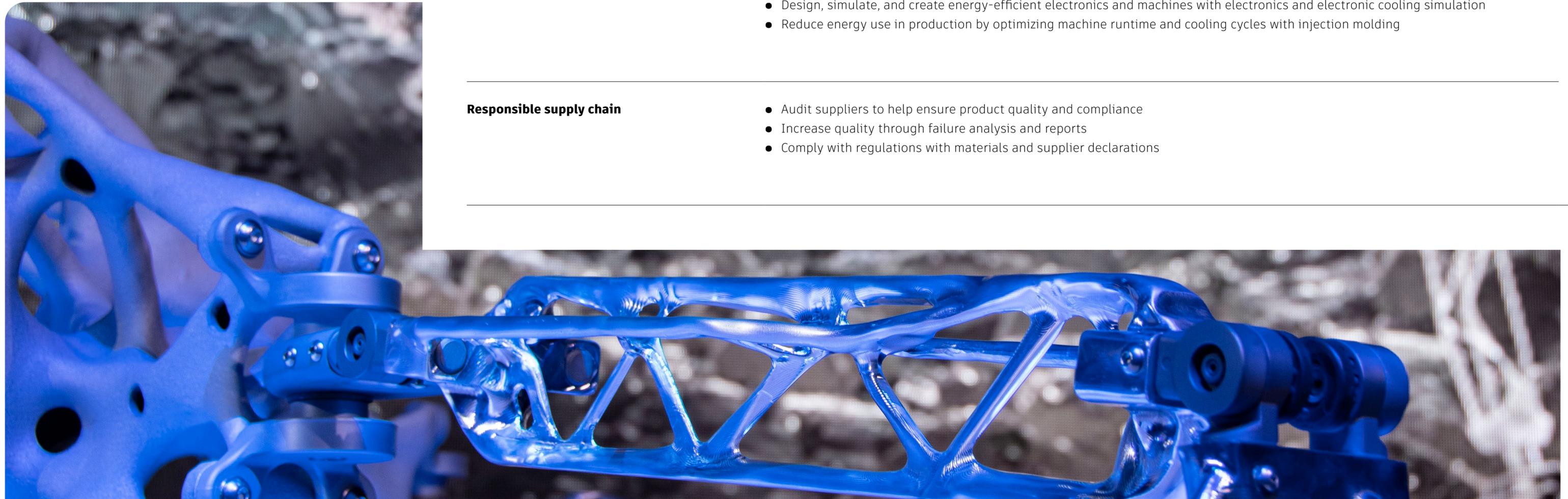
- Improve materials efficiency, create lighter products, and reduce waste with generative design
- Consolidate components for easier assembly/disassembly and reduced inventory with generative design
- Explore and select sustainable materials with generative design
- Nest pieces to optimize flat sheet 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

- Plan and validate factory layouts to maximize production performance and resource use
- 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

### 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 declarations





## Media & Entertainment

# Energy & Materials



The media and entertainment industry is undergoing a content creation boom due to the tremendous increase in global content consumption.

Traditional services, streaming services, and rapidly evolving areas such as the metaverse have undergone explosive growth and convergence, further increasing demand for new content. While this growth creates opportunities for individuals and studios worldwide, it also gives rise to new challenges. Studios must innovate ways to meet increased demand efficiently while considering environmental impact. While sustainability is generally acknowledged within the media and entertainment industry, it is not always treated as a pressing issue. Future-minded studios have the opportunity to lead the way, incorporating sustainable practices into the way they operate. Autodesk helps studios on this journey by enabling cloud-based rendering and supporting virtualized workflows.

# Health & Resilience



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. Audiences everywhere now expect blockbuster-quality content in every film, TV show, and game they consume. To deliver increasingly complex work and meet growing project requirements (and audience expectations), the number of people, teams, and studios involved in productions is expanding.

According to the *2023 State of Design & Make* report, 60% of media and entertainment leaders and experts said they were confident in their company's ability to handle unforeseen events.<sup>1</sup> Business resilience relies on digitization, and digitally mature companies outperform those that are not. Digital maturity appears to be correlated with how well prepared companies are to handle change.

One of the biggest challenges the media and entertainment industry faces today is lengthening supply chains for sourcing and creating content. 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 entertainment hubs. However, it has also added complexity to projects—particularly when it comes to sharing content efficiently between the many teams and studios involved in today's productions.

To help build a more resilient future for content creators, Autodesk is integrating open standards across its media and entertainment portfolio that accelerate production pipelines and facilitate the seamless exchange of data between 3D tools, teams, and studios.

<sup>1</sup> 2023 State of Design & Make report, Autodesk/Ipsos, 2023, <https://damassets.autodesk.net/content/dam/autodesk/docs/pdfs/2023-state-of-design-and-make.pdf>

For detailed information about the ways Autodesk is driving positive progress in M&E industries please see [page 57](#) in the full impact report.

# Work & Prosperity



In recent years, pandemic lockdowns and other measures have forced studios to expand beyond the traditional model of large teams based in centralized locations and embrace remote workflows. This approach enables studios to hire diverse talent in new places while reducing production costs.

Companies are struggling to attract and retain skilled workers, and this challenge is leading to tangible negative business impacts, including project delays. In the *2023 State of Design & Make* report, 53% of media and entertainment companies cited talent as their most prevalent challenge. Jobs are changing rapidly and the inability to find employees with the right skills is a barrier to business growth. Sixty-two percent of media and entertainment companies struggle to find people with the right skills.<sup>1</sup>

Autodesk is committed to empowering studios everywhere to unlock 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 that connect geographically dispersed teams.

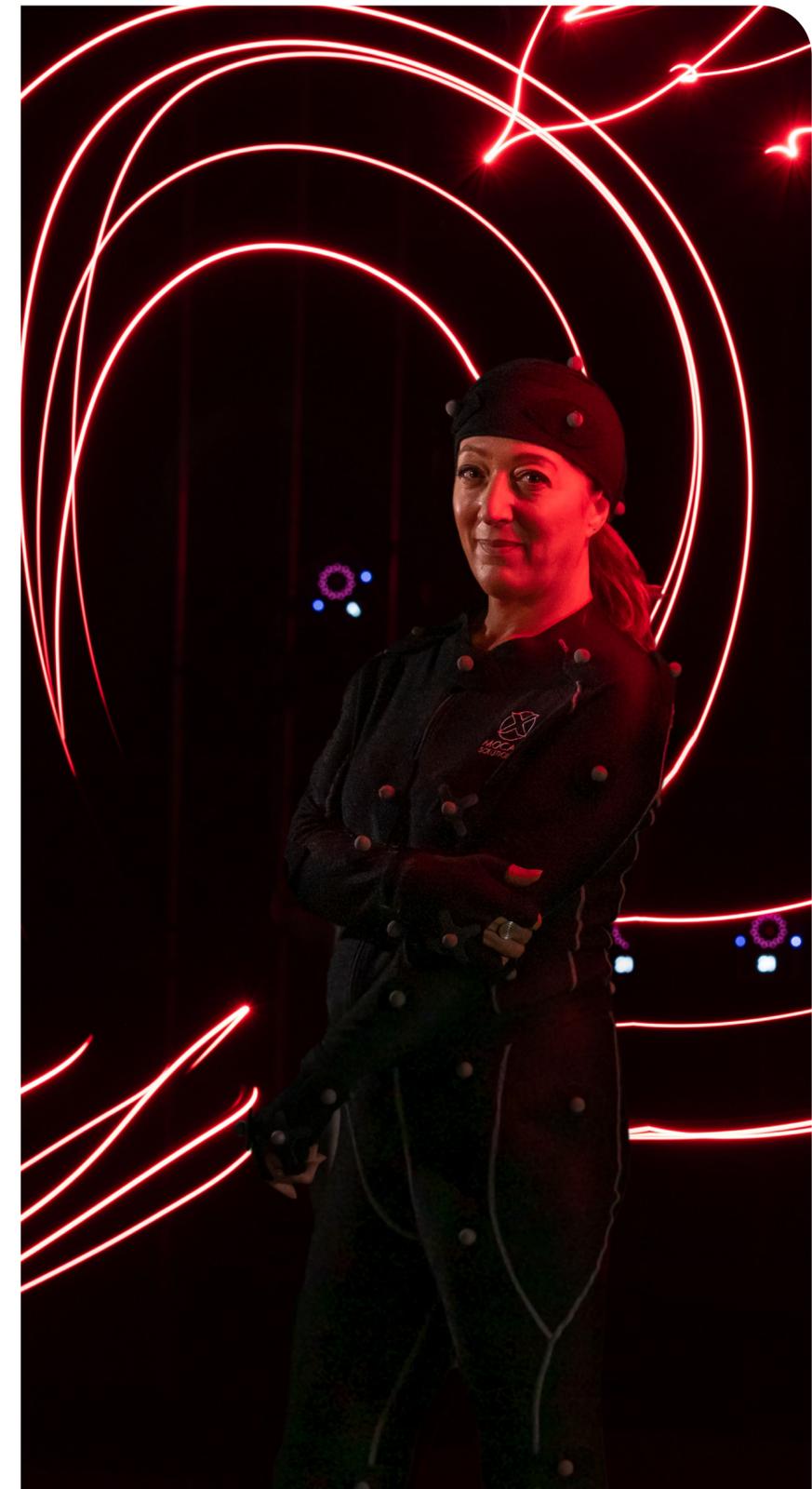




Image courtesy of ARTFX Montpellier

### VES student award winner *Green* explores loss of biodiversity

The lush forest habitat and backstory of a real-life orangutan impacted by the climate crisis are masterfully captured in *Green*, the 2022 winner of the Visual Effects Society (VES) Student Award, presented by Autodesk during the 20th annual VES Awards. Student director Camille Poiriez from ARTFX Montpellier School of Digital Arts drew her inspiration from a documentary by French filmmaker Patrick Rouxel starring *Green*, an orangutan from the jungles of Indonesia. Camille wanted to tell *Green's* backstory by creating an

animated short about one of the major crises of our time: the loss of biodiversity, driven by deforestation and the larger climate emergency.

The ARTFX team emulated a documentary style for the film, with photoreal visuals that immerse the viewer into the story and make them confront the reality of the crisis at hand. To create a photoreal character and environment design, the team used Maya for rigging and animation and Arnold global illumination technology

for rendering, which perfectly conveyed the level of detail in *Green's* skin texture and the resolution of her fur.

“Compositing was key for establishing the atmosphere of the film and accentuating emotion,” says Camille. “For example, in the final look, you can see the fire in front of *Green* reflected in her eyes.”

[→ Learn more](#)

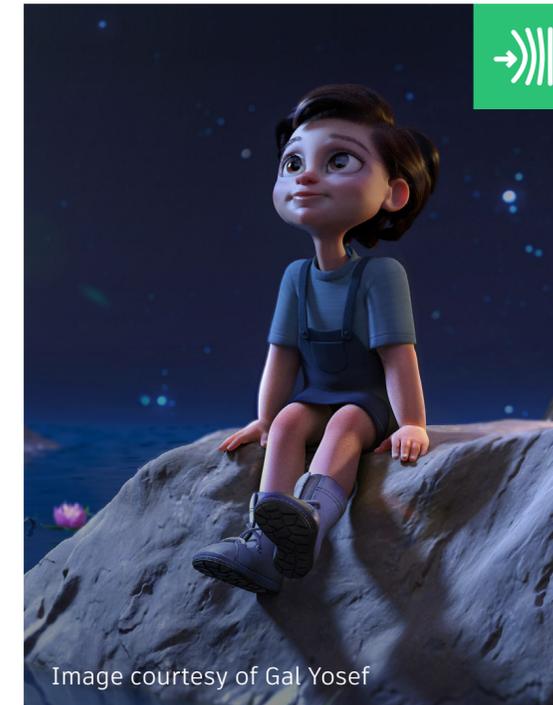


Image courtesy of Gal Yosef

### Facilitating collaboration and broadening talent through a remote studio

From the beloved cult animated hit *Rick and Morty* to the sci-fi wildlife series *Star Wars Galaxy of Pals*, the global team of creatives at *Mighty Studios* excels at visual storytelling using vibrant, high-caliber 2D and 3D animation. Though its headquarters is in Guadalajara, Mexico, *Mighty Studios* has operated as a remote studio since 2012. They use Autodesk® ShotGrid® Toolkit integrations tailored to the needs of each production to sustain a pipeline that facilitates remote collaboration, allowing access to a much broader talent pool.

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

[→ Boxel Studio Scales Workload Capacity with ShotGrid-Powered Pipeline](#)



### Technicolor Academy cultivates the next generation of industry talent

The Technicolor Creative Studios Academy is striving to foster new talent and help young artists prepare for roles at the company's world-class VFX and animation facilities. Targeting recent college graduates (or equivalent) with a degree in VFX or computer graphics, the program aims to get participants production-ready with a holistic approach to training on industry-standard software and techniques.

Autodesk has partnered with the Academy to provide the technical tools and resources to support the program's rapid growth—6,000 students to date—with a commitment to diversity and inclusion.

Autodesk Maya software is used at Technicolor Creative Studios with a focus on learning and mastering best practices for using the software's robust toolset in production settings. ShotGrid software offers a streamlined pipeline for organizing and updating content, helping the program continue to grow.

[→ Learn more](#)



Image courtesy of Technicolor Academy



# Education

**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 are not just helping educators, students, and lifelong learners peer into the future—we are helping them create it.**

## Our primary areas of focus in education are:

### Toolset

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.

### Skillset

We are empowering students, educators, and lifelong learners to develop the skills necessary today to help them accelerate their careers and thrive in industry, equipping them with skills to solve tomorrow’s most pressing design and engineering challenges. These skills prepare designers, makers, and doers for tomorrow’s jobs.

### Mindset

We help students develop a make-anything mindset by providing access to the latest software tools and training resources, encouraging them to push beyond their limits and embrace new challenges with confidence. With this attitude, students will be the innovators, creators, and makers of tomorrow.

### Talent

By providing access to the same software used by industry professionals, we empower students to gain real-world experience and become proficient in the tools and techniques used in industry. Our certifications empower learners to demonstrate their readiness to join the workforce and to succeed in a rapidly evolving job market.

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

### Autodesk Education plan

The Education plan provides students and educators free\* access to Autodesk’s professional-grade software portfolio, support, and other resources to help them succeed and make anything. In FY23, millions of students and educators used Autodesk software to learn design and make skills.

### Autodesk Education Community

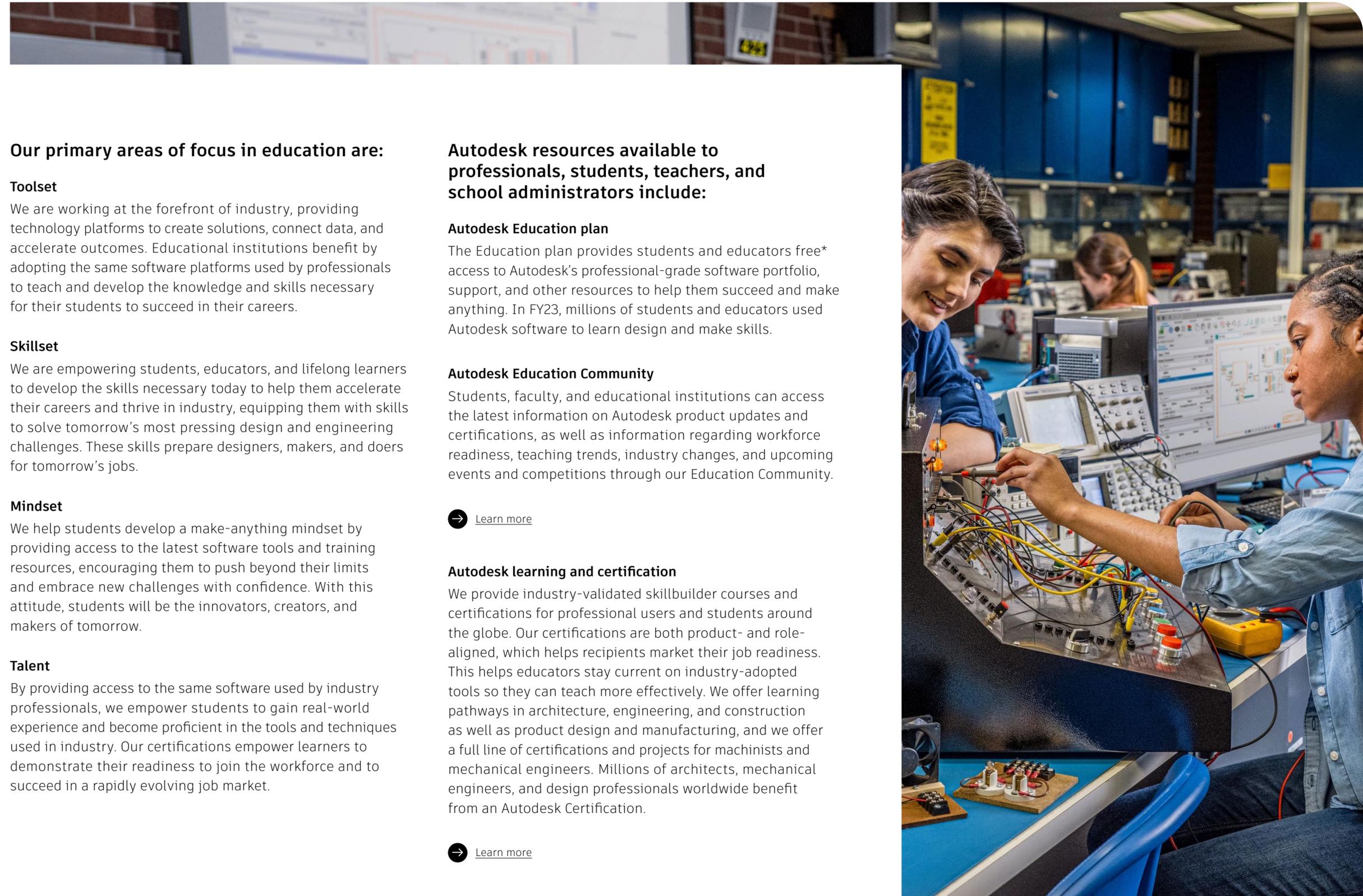
Students, faculty, and educational institutions can access the latest information on Autodesk product updates and certifications, as well as information regarding workforce readiness, teaching trends, industry changes, and upcoming events and competitions through our Education Community.

[→ Learn more](#)

### Autodesk learning and certification

We provide 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 we offer a full line of certifications and projects for machinists and mechanical engineers. Millions of architects, mechanical engineers, and design professionals worldwide benefit from an Autodesk Certification.

[→ 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.



## Autodesk University

Autodesk University is a global learning community for design and engineering professionals and offers conference experiences and free access to online learning resources year-round. In FY23, the Autodesk University website received more than 2.1 million visits, and users watched more than 84,000 hours of instructional video, as well as 28,000 hours on other distribution channels such as YouTube.

In 2022 at Autodesk University, we launched the Sustainability Leadership Summit, a program to inspire and equip sustainability professionals and provide an opportunity for ideas exchange. We built a cohort of customers from start-ups to global multinational companies and from subject matter experts to visionary technologists, to provide concrete steps to help organizations use technology innovation to address climate change and deliver positive impact to society.

[→ Learn more](#)

The American Society of Mechanical Engineers and Autodesk led a multiphase research project that revealed a divide between education programs and manufacturing industry workforce needs.

[→ Learn more](#) and view the e-book, *Transforming manufacturing education: The path to train the Industry 4.0 workforce.*

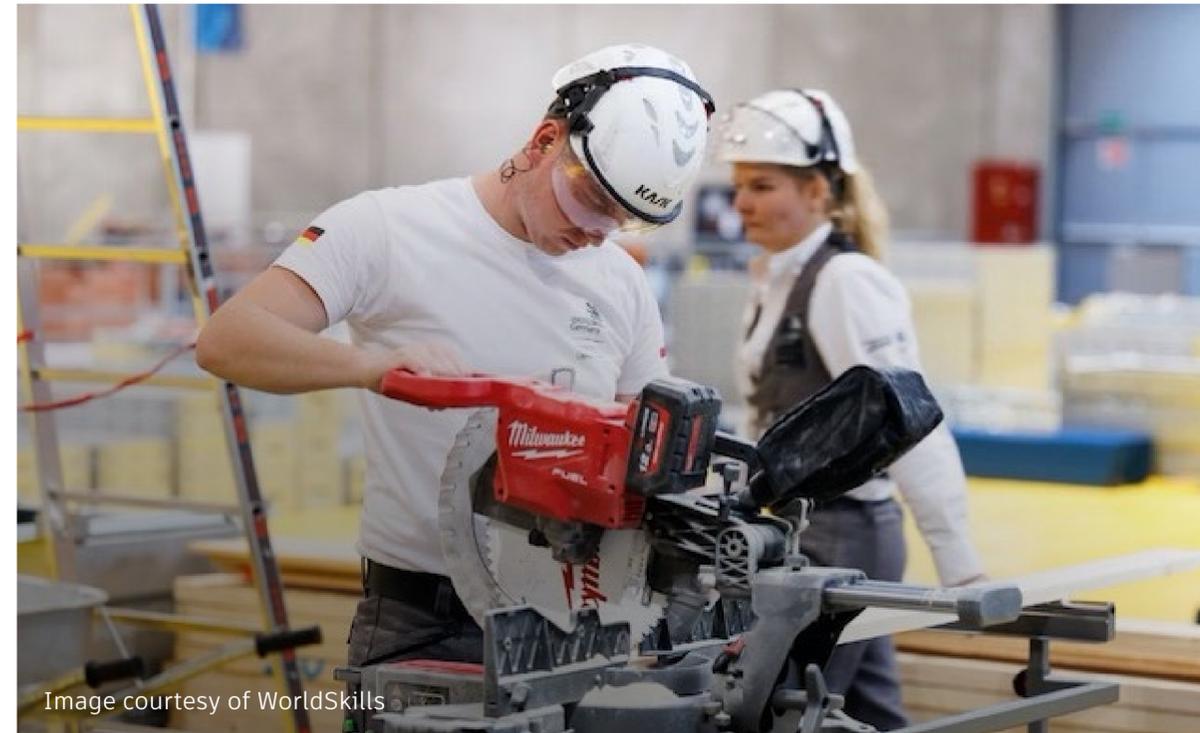


Image courtesy of WorldSkills

### How to close the skilled labor shortage gap with young talent

The WorldSkills competition helps young people develop high standards of professional skills and abilities, addressing a major global challenge: the skilled labor shortage. Given the rate of population growth, as many as 1 billion people will need to be trained in next-generation skills by 2030.

Autodesk customers need their employees' skills to be ahead of the curve for their businesses to adapt to technological changes. To address the growing skilled-labor shortage, construction and manufacturing firms are placing hope in young talent.

WorldSkills is the recruitment platform of choice for future talent: a place where countries and institutions have the opportunity to learn from each other. WorldSkills equips participants with technological expertise to face the skills shortage while enabling them to become agents of change to create a better world.

Autodesk has been the main industry sponsor of the WorldSkills competition for 10 years, providing expertise and technology.

[→ Learn more](#)



Image courtesy of Howard University

### Autodesk builds on Howard University relationship with \$1 million gift to the College of Engineering and Architecture

Announced in February 2023, Autodesk donated \$1 million to Howard University. This gift is the largest donation ever to be designated for the mechanical engineering department and will be used by the University to help expand its manufacturing and making facilities, as well as support student and faculty programming. Autodesk has been involved with the department over the last five years, leading Fusion 360 workshops, partnering with educators on curriculum development, and ensuring that students take full advantage of free access to the company's professional-level design software.

Currently only 3.1% of mechanical engineers in the United States are Black.<sup>1</sup> It's critical for the workforce to reflect the diverse world we live in, and by furthering our support at Howard, we aim to help bolster the incredible programming already taking place. Through this gift and our continued relationship, we hope to support more opportunities for the next generation of talented Black engineers.

[→ Learn more](#)

1 According to research from career and jobs website Zippia.



# Catalyze innovation

The Autodesk Foundation invests financial capital through grants and impact investments as well as in-kind support through Autodesk technology and employee expertise, in a portfolio of 50 nonprofits and start-ups.

This portfolio harnesses Autodesk’s resources in scaling design and engineering-based innovations that drive quantifiable impact outcomes ranging from CO<sub>2</sub>e reduction to dignified job placements and wage gains. These innovations have the potential to dramatically reduce GHG emissions, improve resilience in communities most vulnerable to climate change, and help workers gain access to in-demand skills and dignified work.

The Autodesk Foundation focuses its investments on Autodesk’s three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity. Given the complexity of the issues addressed, there is often an overlap in impact outcomes across the three impact opportunity areas. For example, [ChargerHelp!](#) enables a workforce to diagnose and repair the wide range of unique electric vehicle charging technologies in the market today, creating good jobs while also advancing climate change solutions.

During FY20, Autodesk committed to target 1% of annual operating profit for the long-term support of the Autodesk Foundation.

<sup>1</sup> 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.

## Autodesk Foundation portfolio impact

The Autodesk Foundation’s impact measurement and management practice uses data to establish accountability, evaluate and report on the social and environmental impact of the Autodesk Foundation portfolio, and support decision-making—ensuring that resources flow to the most impactful innovations.

In FY23, the Autodesk Foundation global portfolio achieved the following:<sup>1</sup>

**2.4 million**  
metric tons CO<sub>2</sub>e of GHG emissions reduced

**87 million+**  
individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development (cumulative data from active organizations since their inception)

**27,000+**  
people obtained new or improved jobs

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

## Diversity, equity, and inclusion

The Autodesk Foundation is committed to advancing diversity, equity, and inclusion throughout its grantmaking and impact investing, programs, and operations.

Since launching a DEI strategy in 2021, the Autodesk Foundation has [stewarded significant progress](#) toward increasing gender, racial, and geographic diversity in its portfolio.

The Autodesk Foundation has also collaborated with stakeholders across Autodesk to advance DEI through its programs, including the [Tech Lead Development Program](#) and a grantmaking program with [Autodesk Employee Resource Groups](#).

## Autodesk Foundation portfolio leadership\*

### BIPOC-led†



### Black or Latinx-led†



### Woman-led†



\* Based on a survey conducted in June 2022.

† “Led” means the organization’s CEO and/or founders identify with this group.

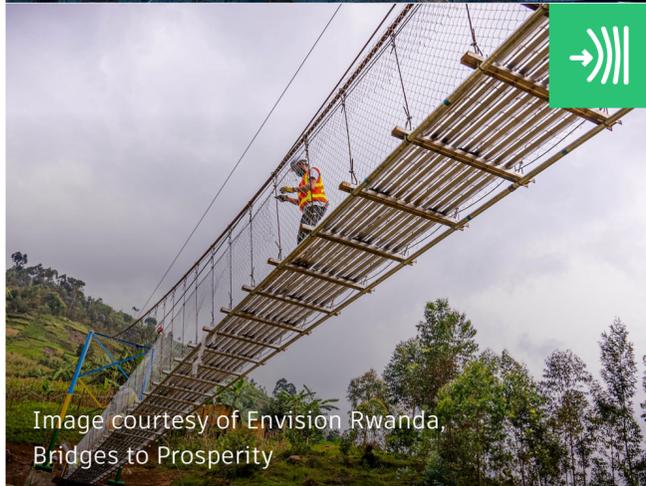


### Building the frame for a low-carbon construction industry

Construction start-up BamCore is transforming the market for low-carbon building systems through its development of the world's first global supply chain of prefab timber bamboo wall systems. Through catalytic funding from the Autodesk Foundation, in-depth technical pro bono projects, and technical training with Autodesk training partner Microdesk, BamCore has tripled its fabrication rate, reduced on-site installation time by 50%, and gained traction with key customers to enable more sustainable building processes.

[Learn more](#)

Image courtesy of BamCore



### Connecting rural communities to critical resources

Bridges to Prosperity (B2P) collaborates with local governments, stakeholders, and communities to build trailbridges that connect people to essential resources. With the help of Autodesk software, technical training, and pro bono consultants, B2P has successfully designed over 500 cost-efficient and durable bridges, benefiting more than 1 million people worldwide.

[Learn more](#)

Image courtesy of Envision Rwanda, Bridges to Prosperity



### A low-carbon workforce investment

Coalfield Development is working to rebuild and diversify the Appalachian economy by unlocking the potential of individuals facing barriers to full-time employment. Their work is growing at a historic rate following \$62.8 million in grant funding from the US Economic Development Administration's Build Back Better Regional Challenge for its Appalachian Climate Technologies (ACT) Now coalition. Coalfield Development and its social enterprises use Autodesk software as a tool to change the future of advanced manufacturing and construction throughout Appalachia.

[Learn more](#)

Image courtesy of Coalfield Development



### Converting methane waste into value

M2X Energy is using AutoCAD and Inventor 3D software to generate models of its methane-to-chemical plant layout and facilitate collaboration between teams.

[Learn more](#)

Image courtesy of M2X Energy



### In Nairobi, sustainability equals affordability

BuildX Studio's Zima Homes project is a sustainable, affordable housing development addressing Nairobi's population boom responsibly and equitably.

[Learn more](#)

Image courtesy of BuildX Studio



### Bringing power to remote corners

Okra Solar uses Fusion 360 to intelligently connect and power homes in remote communities through its innovative mesh-grid rooftop solar and battery systems.

[Learn more](#)

Image courtesy of Okra Solar



### Building a fair-chance employment culture

Pallet is improving social equity and inclusivity by hiring marginalized workers to construct transitional housing villages in cities with high rates of homelessness.

[Learn more](#)



# Impact Measurement & Management

The Autodesk Foundation’s impact measurement and management (IMM) practice is central to our work—informing our investments and how we catalyze the portfolio’s impact.

Our IMM practice **establishes accountability, informs decision-making, and provides the evidence base for impact.**

Philanthropy: Impact Metrics	FY2021	FY2022	FY2023
<b>Energy &amp; Materials</b>			
Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)		203,000	165,000
Potential GHG emissions reduction by 2050, cumulative (metric gigatons CO <sub>2</sub> e)		14	20

Philanthropy: Impact Metrics	FY2021	FY2022	FY2023
<b>Health &amp; Resilience</b>			
Individuals directly impacted, cumulative	16,900,000	74,700,000	
Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)	1,200,000	2,200,000	
Individuals who accessed training, annual	76,200	26,100	
Individuals placed in new or improved jobs, annual	1,400	5,900	

Philanthropy: Impact Metrics	FY2021	FY2022	FY2023
<b>Work &amp; Prosperity</b>			
Individuals directly impacted (low-touch,* cumulative)	12,100,000	12,100,000	
Individuals trained (high-touch)*	17,500	27,100	
Certifications and credentials facilitated, annual	13,800	21,200	
Individuals placed in new or improved jobs, annual	13,500	21,200	

## Impact measurement and management

The impact of the Autodesk Foundation **Energy & Materials** portfolio is based on how proposed solutions are expected to affect atmospheric GHG concentration, either through GHG emissions reduction or removal. Realized impacts are those that have already occurred. Potential impacts by 2050 are estimated based on assumptions about the future emissions reduction or removal impact of proposed climate solutions relative to the status quo in the market.

The Autodesk Foundation engages third-party experts such as [Rho Impact](#) to forecast the potential GHG emissions impact of its portfolio. The Autodesk Foundation also supports 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 the Autodesk Foundation’s Energy & Materials work.

The impact of the Autodesk Foundation **Health & Resilience** portfolio is based on how portfolio organizations improve outcomes for beneficiaries related to environmental protection, community health and well-being, and economic advancement. Collecting and aggregating aligned metrics drives accountability across the portfolio and provides the Autodesk Foundation with useful insights to drive industry change.

To quantify this, the Autodesk Foundation relies on its portfolio’s self-reported data. The Autodesk Foundation engages third-party experts such as [CEA Consulting](#) to review realized GHG emissions reduction calculations, methodology, and data sources.

→ [Learn more](#) about the Autodesk Foundation’s Health & Resilience work.

The impact of the Autodesk Foundation **Work & Prosperity** portfolio is based on how portfolio organizations improve outcomes related to skills acquisition and inclusive access to quality jobs. Collecting and aggregating aligned metrics drives accountability across the portfolio and provides useful insights to drive industry change. To quantify this, the Autodesk Foundation relies on its portfolio’s self-reported data.

→ [Learn more](#) about the Autodesk Foundation’s Work & Prosperity work.



# Accelerate collaboration

Addressing and overcoming the global social and environmental challenges we face requires radical collaboration that interweaves Autodesk’s three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity. Autodesk recognizes the opportunity and responsibility inherent in developing solutions that will help build a more sustainable, resilient, and equitable world. We achieve this by working together with industry experts, innovators, and leaders across the public and private sectors. This multi-pronged approach is crucial to incentivize behavior and drive results that can transform the industries we serve.

Collaboration is core to our strategy to advance industries. We seek partners in industry, government, and innovative start-ups to galvanize future markets and solution development—whether advocating for sustainability-centric standards and policies, participating in collective action, or supporting a market ripe for growth. Partnering with these organizations and coalitions positions us among a global community actively working to achieve a net-zero built environment and the inclusive workforce needed to design, build, and operate it.

## World Business Council for Sustainable Development (WBCSD)

WBCSD is a global advocacy and networking organization composed of over 250 global companies representing 10% of global GDP. The organization serves as a platform for collective action to accelerate the systems transformations needed for a net-zero, nature-positive, and more equitable future. Within WBCSD, Autodesk leads a workstream on the decarbonization of the built environment, including the development of principles and frameworks to establish standards for whole-life carbon assessments. To decarbonize the built environment, the industry needs commonly accepted standards for transacting on carbon. Together with the firms participating in WBCSD, we are committed to supporting the development and implementation of those standards.

[→ Learn more](#)

## First Movers Coalition

The First Movers Coalition (FMC), an initiative of the World Economic Forum and the US Department of State, uses collective purchasing power from about 65 companies with a combined market value of approximately \$8 trillion to send clear demand signals to scale up critical emerging climate technologies. Autodesk joined FMC in 2022 as part of a \$12 billion private sector commitment to commercialize zero-carbon solutions. As a member of FMC’s aviation partnership, we committed to replace at least 5% of the jet fuel required for our employee business travel with next generation sustainable aviation fuels, by 2030. In this way, we aim to use our purchasing power—together with that of peers and customers—to spur innovation in the low-carbon alternative fuels necessary to decarbonize the aviation industry.

[→ Learn more](#)

## UN Climate Change Conference (COP27)

This year, we continued our engagement at COP27 by supporting the UN Environment Programme (UNEP) Buildings Pavilion in collaboration with the Business Council for Sustainable Energy, the World Business Council for Sustainable Development, World Green Business Council, Architecture 2030, and the Smithsonian Institution.

Building on our success at COP26 and in alignment with Autodesk’s impact strategy, we partnered with leading global organizations and thought leaders to advance information sharing and catalyze efforts to create innovative solutions that accelerate positive impact. Meeting with representatives, partners, and policymakers from the building and construction community, we discussed ways to collectively drive progress in areas such as decarbonization and embodied carbon emissions.

[→ Learn more](#)





# Shape policies

**Collectively, we have the opportunity to create transformational change in our industries and build a better future—one that is more sustainable, resilient, and inclusive. To do so, we need to face immense global challenges together and collaborate in completely new ways across sectors, industries, and disciplines. Transformation on this scale requires heightened cooperation between government and the private sector.**

Autodesk advocates for public policies around the world that enable people to design and make a better world for all. Our public policy priorities align with our corporate values and are critical to our business, customers, and employees. We focus our advocacy on advancing digital transformation in our industries, enabling a more sustainable and resilient world, and protecting privacy while fostering emerging technologies.

During FY23, governments globally moved policy and enacted laws impacting our business, industries, and employees. Autodesk engaged in select public policy debates around the world in these areas. Following are some highlights of our efforts.

In the United States, we continued our work to support significant government investment in infrastructure, sustainable industries, and resiliency. Ambitious infrastructure investments are needed to bolster economic growth, mitigate the impact of climate change, and improve quality of life. We engaged the Biden Administration to support successful implementation of the 2022 Bipartisan Infrastructure Law

to promote digital transformation in transportation and water infrastructure, to help enhance safety and security, reduce costs, mitigate the impact of climate change, improve resiliency, and address water scarcity and flooding. Autodesk supported [national climate legislation](#) and looks forward to helping the US government and our customers implement the historic Inflation Reduction Act to rapidly drive substantial GHG emissions reductions related to infrastructure, buildings, and manufacturing.

In Europe, we have focused our engagement on the efforts of the European Union (EU) to decarbonize the building sector through a revision of the Energy Performance of Buildings Directive (EPBD). Our CEO joined an [industry letter](#) urging EU policymakers to adopt an ambitious and future-proof EPBD. We will continue to educate policymakers on how digital solutions allow the design of new and retrofitted high-performance buildings, improve structural material efficiency, and make safer and more inclusive housing.

**The historic US investments in the Inflation Reduction Act have the potential to transform the nation’s carbon footprint and our industries.**

At a global level, we joined the United Nations at COP27 in Egypt to share how Autodesk and our customers are contributing to driving sustainability in our industries. In advance of the negotiations, we [continued our call](#) for governments worldwide to limit global temperature rise to 1.5°C.

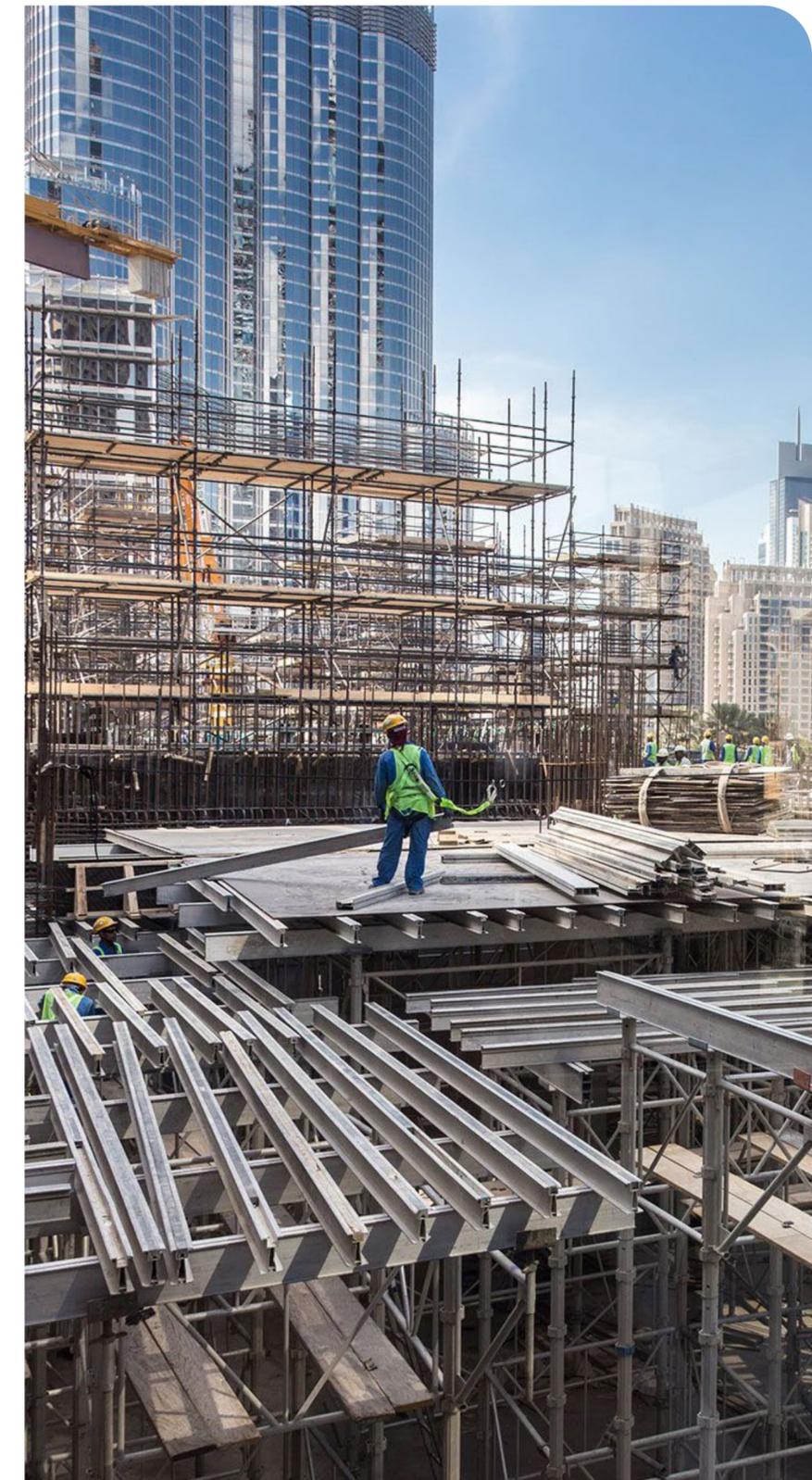
→ [Learn more](#)

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

## Public policy governance

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. [View](#) our political contributions policy, lobbying reports, and the trade associations, think tanks, and other organizations we belong to that advance company interests and public policy goals.

**For the second year, Autodesk ranked in the First Tier of companies in the [2022 CPA-Zicklin Index of Corporate Political Disclosure and Accountability](#). Our score of 85.7 (out of 100) was 37.7 points above the IT sector average.**





#### 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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