



FY25 Impact Report  
Executive Summary

Let's design and make a  
**better world**  
for all







# About this Executive Summary

This summary draws key data and performance highlights from our annual Impact Report for the 2025 fiscal year (February 1, 2024 - January 31, 2025) and outlines how we are driving positive environmental and social impact through improving our operations, partnering with our customers, and transforming 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, read our full [FY25 Annual Impact Report](#).





# A message from our President & CEO, and our CSO

In times of rapid change, leadership is defined not just by how we respond to the present but by what we aspire to in the future. The journey toward a sustainable and resilient future is not without its challenges—yet we must chart it with purpose and foresight.

The pressures of macroeconomic instability, geopolitical tumult, and technological upheaval increasingly require immediate attention—and have the power to distract from our longer-term aspirations. We must maintain a balanced approach—addressing today’s challenges while pushing toward positive, longer-term outcomes.

Sustainability now competes with priorities like energy security, affordability, and the race to deliver value from AI investments. In many ways, sustainability is maturing and now must demonstrate the value we know it can deliver and is delivering. At Autodesk, we strive to achieve that balance and deliver that value to our employees, customers, and the wider ecosystem in which we operate.

As a responsible steward of our own resources, we continue to invest in initiatives that mitigate risk and help our employees to do their best work. Our sustainability commitments support accelerating the transition to a future powered by renewable energy, and we work to embed innovation and collective action in this work. This year, we began to reap the benefits of investing in virtual power purchasing agreements, and we continued to invest in the nascent, yet high-growth, carbon removals industry. Additionally, we are evolving our culture to focus on collaborating as “One Autodesk,” ensuring that our inclusive environment enables our employees to be productive and purposeful.

Our customers are increasingly seeking solutions for carbon measurement, management, and reduction—particularly in Europe, and increasingly in the Asia Pacific region. We continue to deliver on the vision of our industry cloud platforms, enabling seamless data interoperability and connected workflows. This allows our customers to optimize energy and material choices across all phases of project delivery—ultimately delivering more sustainable projects, while improving productivity and efficiency. These moves are demonstrating meaningful business results, and we continue to see growth potential in sustainability.

While generative AI is still in the hype cycle, it is already delivering value to our customers. We are taking active steps to decarbonize the infrastructure driving this growth and to apply AI in ways that support sustainable outcomes. Though we expect challenges as we deliver on the promise of an AI-enabled future, our work is guided by thoughtful approaches that balance risks with opportunities.

The wider ecosystem in which we operate is increasingly calling for collective solutions to drive transformative change. We continue to lead, solving industrywide challenges through global coalitions like whole-life carbon calculations and sustainability data availability and access. As the leading Design and Make company, we know that Autodesk has a meaningful role to play, and we will continue to engage in these collective discussions for the benefit of our industries overall.

“We must maintain a balanced approach—addressing today’s challenges while pushing toward positive, longer-term outcomes.”

There are bright spots of opportunity amid this turbulence. Global investments in renewable energy topped \$2 trillion last year. Regulatory adoption of climate disclosures, providing investors and the public sector with clear risks and opportunities, continues to advance around the globe. And demand for lower-carbon solutions continues to grow.

We are excited to be on this journey alongside all stakeholders—employees, customers, and investors. We know that by working together and balancing the immediacy of today with our aspirations for tomorrow, we will design and make a better world for all.

**Andrew Anagnost**  
President and Chief Executive Officer

**Joe Speicher**  
Chief Sustainability Officer



## Our industries

### Architecture, Engineering, Construction & Operations

Autodesk’s architecture, engineering, construction, and operations software enhances the design, build, and operation of building, infrastructure, and industrial projects.

### Design & Manufacturing

Autodesk’s product development and manufacturing software equips manufacturers with holistic solutions for projects throughout the design and make process.

### Media & Entertainment

Autodesk’s suite of media and entertainment solutions enables studios to push the bounds of what’s possible with lifelike computer graphics characters, immersive scenes, and compelling effects for film, TV, and games, as well as production management and review.



# FY25 highlights

→ Learn more in our full [FY25 Impact Report](#).

Collaborated with over

**50 companies**

**in the Sustainability Tech Partner Program**

to drive sustainable outcomes across our industries

Led industry collaboration with the World Business Council for Sustainable Development and six global, industry-leading architecture and engineering firms to drive greater consistency in

**embodied carbon measurement through BIM**

Employees completed

**30,400 hours of volunteer time**

Official Design and Make Platform of the

**LA28 Olympic and Paralympic Games**

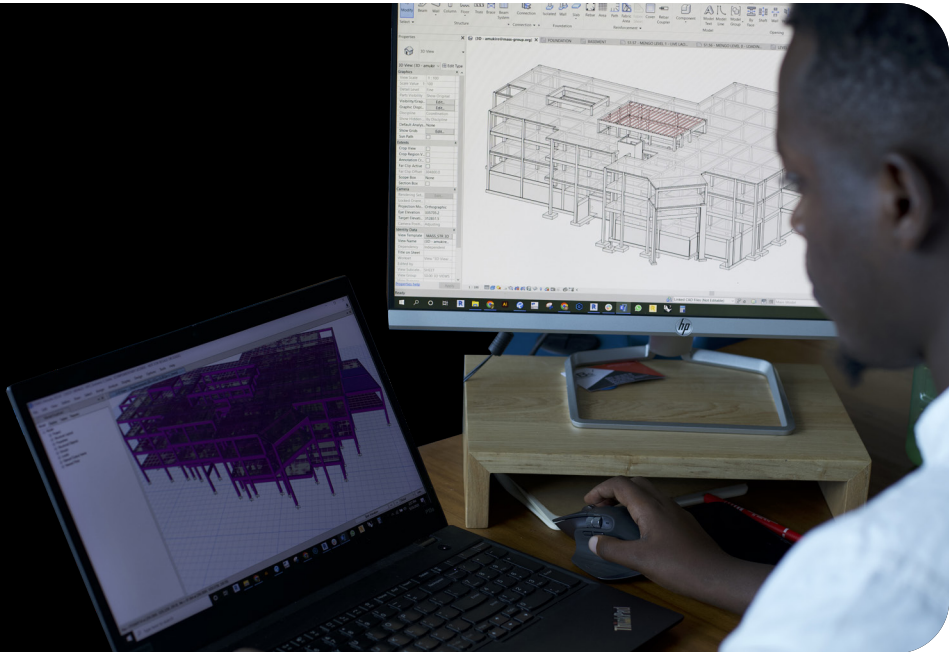


**\$14.5 million**

in financial capital and

**\$9.8 million**

of in-kind contributions deployed to the Autodesk Foundation portfolio



Received approximately

**6,000 MWh**

in our first batch of renewable energy certificates through our **virtual power purchase agreement** with Liberty Solar



Embarked on a journey to

**evolve our culture**

in support of the changing needs of our global communities, markets, and workforce

Expanded early-stage design insights in **Autodesk Forma**

to help architects optimize environmental performance, including embodied carbon

Increased internal price on carbon from \$20 to

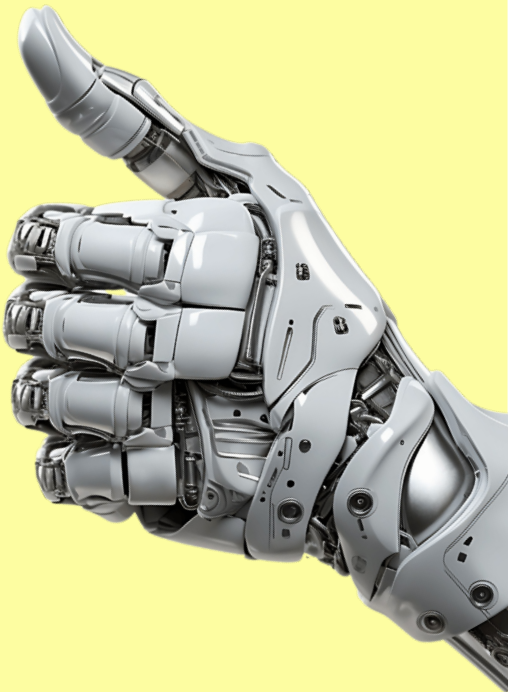
**\$33/metric ton**

(for approximately 155,000 metric tons of CO<sub>2</sub>e)



Accelerated sustainable outcomes with

**Autodesk AI**



Enabled delivery of impactful projects using Autodesk's

**Design and Make Platform**

from restoring the Notre-Dame Cathedral, to expanding access to safe, efficient transit with Delhi Metro Rail, to opening career pathways at Revolution Workshop





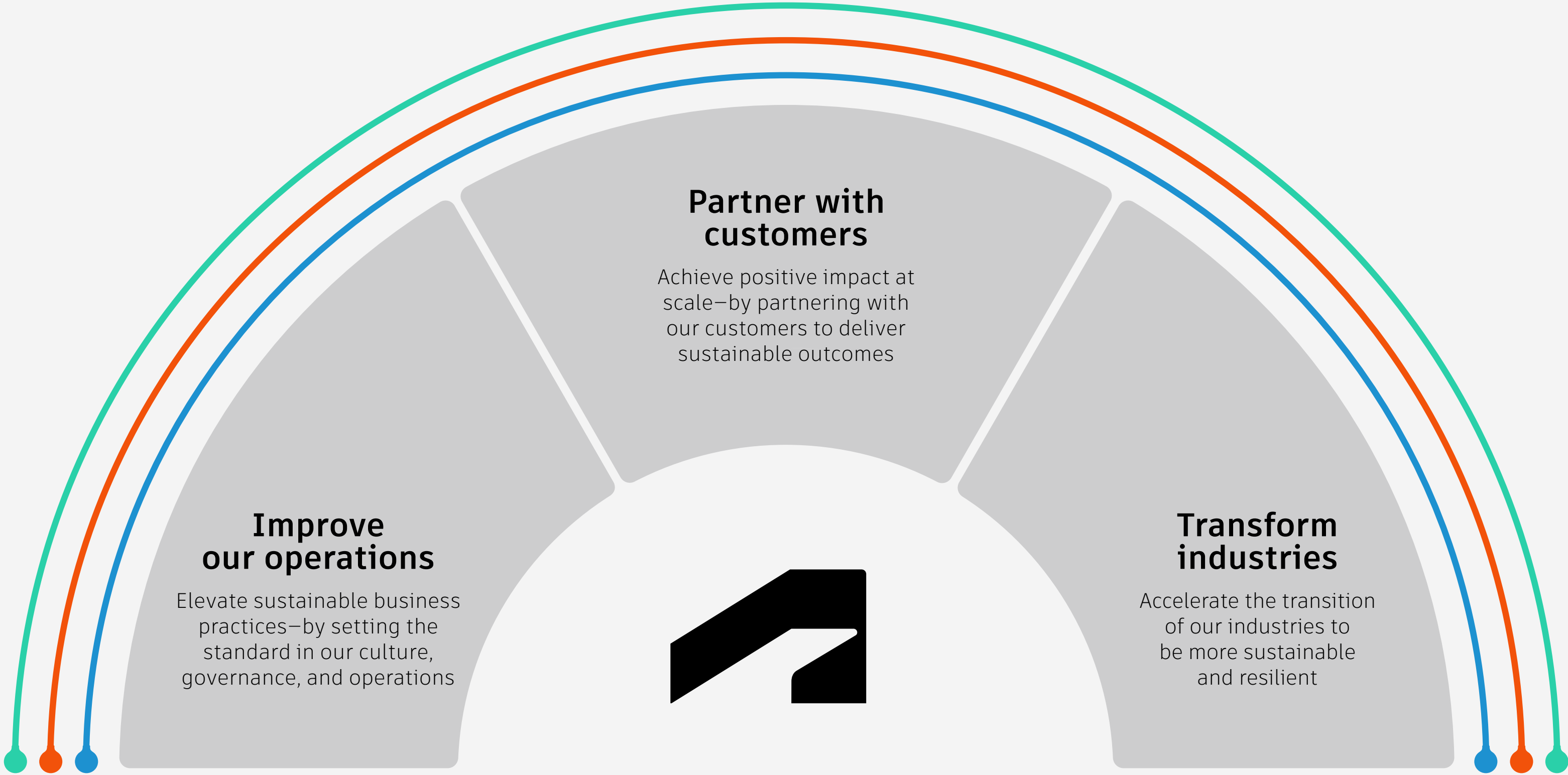
# Strategy and governance

## Impact strategy

Progress demands that we work within our business, in partnership with our customers, and across our industries to accelerate positive impact—building trust and delivering better outcomes for our business, our customers, and the 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 issues that are most important to 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](#).
- **Learn more about our [Strategy & Governance](#).**



## Impact opportunity areas



### Energy & Materials

Enable better energy and material choices, reducing carbon emissions and waste.



### Health & Resilience

Accelerate the design and make of places and products that are safer, healthier, and more resilient.



### Work & Prosperity

Facilitate the acquisition of in-demand skills and lifelong learning to meet the workforce needs of our industries.



# Sustainable business practices targets\*

→ Learn more about [Our Operations](#)

## Reducing our emissions

**50%**  
reduction in Scope 1 and Scope 2 GHG emissions by FY31, compared to FY20

SBTi validated  
29.0% reduction achieved†

**55%<sup>‡</sup>**  
minimum reduction in Scope 3 GHG emissions per dollar of gross profit by FY31, compared to FY20

SBTi validated  
60.4% reduction achieved

**26.5%**  
of suppliers for purchased goods and services and business travel, by emissions, will have science-based targets by FY27

SBTi validated  
20.6% achieved§

\* We will review our SBTi-validated targets, originally set in 2021, in line with the five-year review cycle of those targets. As a part of this process, we plan to update our baseline. Reported progress is based on preliminary estimates of the updated baseline and estimates for FY25 that include refrigerants and excludes air travel of non-Autodesk employees to Autodesk conferences. View the [Data summary](#) for details.  
† The 29.0% decrease from our FY20 baseline was due to eliminating diesel cars from our leased fleet, reducing our office square footage by 6%, and refining utility data from our workplaces in North America. We updated our FY20 baseline to include GHG emissions related to facility refrigerant leakage. Refrigerant emissions are reflected in FY25 GHG emissions data as well.

## Sourcing renewable electricity

Autodesk continues to strive for excellence in embedding sustainability throughout our business—which is essential for any company operating in today’s business environment. Our programs not only enhance efficiency and reduce our footprint, they enable us to effectively engage with our customers and partners on their own sustainability journeys.

**100%**  
renewable electricity sourcing for our facilities, co-located data centers, cloud services, and employee work from home by FY21\*\*

Achieved and ongoing

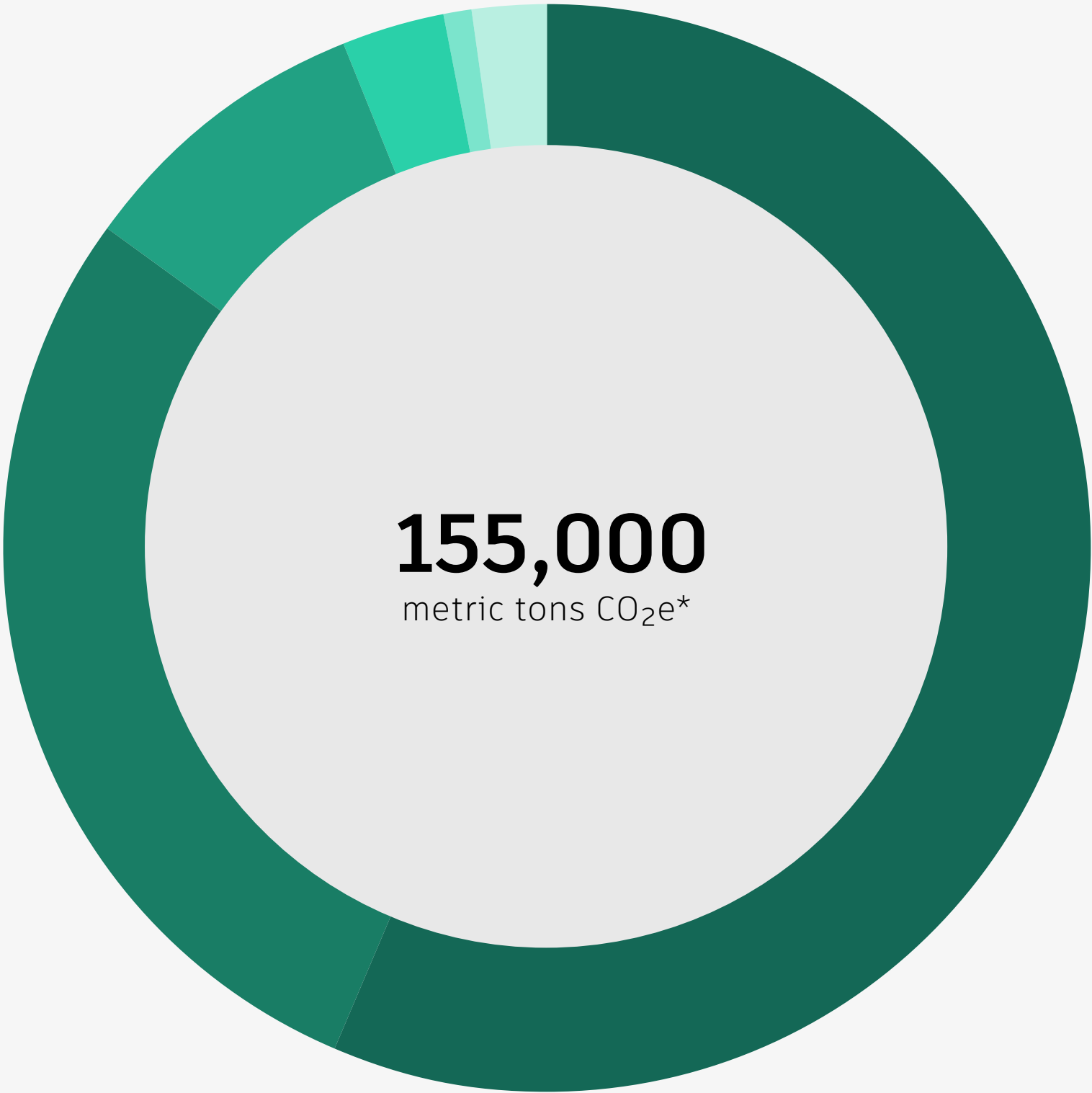
## Neutralize residual carbon emissions

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

Achieved and ongoing

→ [Learn more](#)

‡ 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.  
§ 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%.  
\*\*This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates. We modified the text of this target compared to past reporting to align with our commitment to sourcing 100% renewable electricity, as stated in the RE100 pledge we made in 2015.



### Autodesk total GHG emissions (market-based) in FY25

- 57% Procurement
- 29% Business travel†
- 9% Cloud and data centers‡
- 3% Employee commuting and remote work
- 1% Workplaces
- 2% Other§

### Autodesk total GHG emissions (market-based) in FY25, by scope

- 0.7% Scope 1
- 0.0% Scope 2
- 99%+ Scope 3

\* See detailed performance metrics in the [Data summary](#).  
† GHG emissions from Autodesk employee travel. Accounts for GHG emissions reductions from sustainable aviation fuel.  
‡ Includes Autodesk co-located data center GHG emissions as well as third-party cloud GHG emissions.  
§ Includes fuel- and energy-related activities (1%), upstream transport (0.5%), waste (0.1%), downstream leased assets (0.2%), events (0.1%), and fleet (0.2%).



# Global culture at Autodesk

Autodesk’s culture is our defining strength—at its heart is how we work together as One Autodesk, collaborating as inclusive teams with a shared purpose. As the world transforms, so do we.

## Evolving our culture

In FY25, we embarked on a journey to evolve our culture in support of the changing needs of our global communities, markets, and workforce. Our cultural evolution focuses on enabling high performance, maintaining our competitive edge, and engineering groundbreaking innovations that enable our customers to design and make a better world for all.

We collected insights from across Autodesk to deepen our understanding of what makes our culture unique and exceptional, and we explored opportunities for evolution.

Key activities during FY25 included:

**Culture-related surveys:** We launched a series of surveys, including one that targeted a diverse cross section of employees and leaders across Autodesk as well as a global survey that invited all Autodeskers to share their perspectives on our current culture and how they would like it to evolve.

**Cross-functional perspectives:** We engaged in interviews and established advisory groups across our Marketing, Brand, Customer Experience, Product, Platform, Trust, and People teams, among others, to ensure a holistic view that reflects perspectives from inside and outside of Autodesk.

**Culture Focus Labs:** We conducted gatherings with more than 100 Autodeskers from across the company, at the employee and senior leader levels, to hear what participants love about our culture and what they wish we did differently.

→ [Learn more](#)



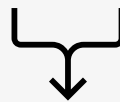
### Key themes from our culture-related surveys



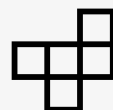
Put humans first



Grow innovation



Optimize decision making



Support One Autodesk collaboration



Strengthen trust



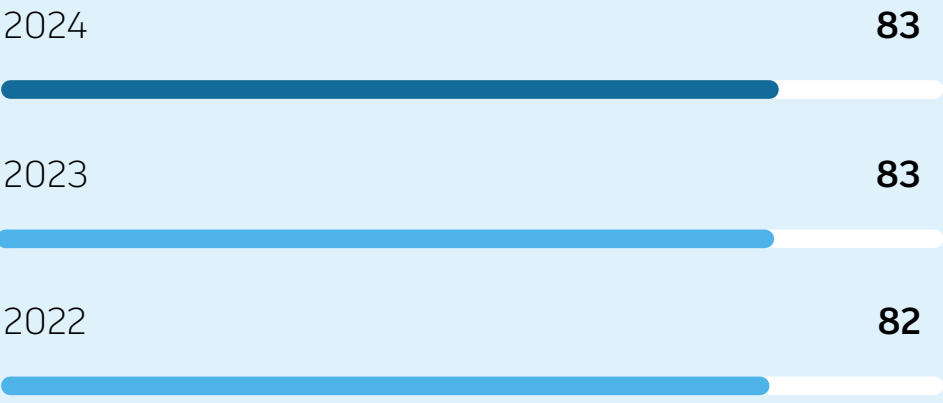
Drive high performance

## Culture drives employee engagement and retention

We believe our strong company culture—including creating a sense of belonging, care, and an approach to hybrid work anchored in flexibility—contributes to high levels of employee engagement at Autodesk. Our employee engagement score of 83 in 2024 was two points above the top 10th percentile of companies using our survey vendor, Glint.<sup>11</sup>

We believe that Autodesk’s culture continues to contribute to a lower turnover rate as well. Overall turnover for Autodesk in FY25 was 8.3%, including both voluntary and involuntary exits, compared to the Worldwide Software industry average of 11.0% as of January 31, 2023. This placed us below the 25th percentile. Our voluntary turnover rate in FY25 was 4.5%, compared to an industry average of 8.1%. This also placed Autodesk below the 25th percentile, for the fourth consecutive year.<sup>12</sup>

### Employee engagement\*



\* Represents the average employee engagement score over two 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.



# Sustainability-enabling solutions: AECO

Autodesk solutions for architecture, engineering, construction, and operations 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.

## Building design and engineering

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

## Infrastructure

- Plan and design infrastructure for resilience and adaptation to climate change
- Visualize projects in context of the surrounding built and natural conditions
- Import GIS data to design with geographic context and sustainability in mind to 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

## Construction

- Reduce embodied carbon through low-carbon material procurement
- Minimize waste in mechanical, electrical, and plumbing 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 documents
- Increase precision to maximize built performance

## Operations

- Connect BIM data with operational data, including sensor inputs, to create digital twins of built assets
- Monitor building systems in near real time to detect issues early and extend the lifespan of assets
- Benchmark actual energy usage against design targets to identify inefficiencies and drive energy savings
- Analyze performance trends over time to uncover long-term opportunities for operational improvements and maintenance cost reduction
- Improve occupant services and engagement, deliver safer, more secure environments, and optimize workspace utilization
- Integrate asset design information with operations processes to reduce equipment failure and maintenance costs

→ [Learn more](#)

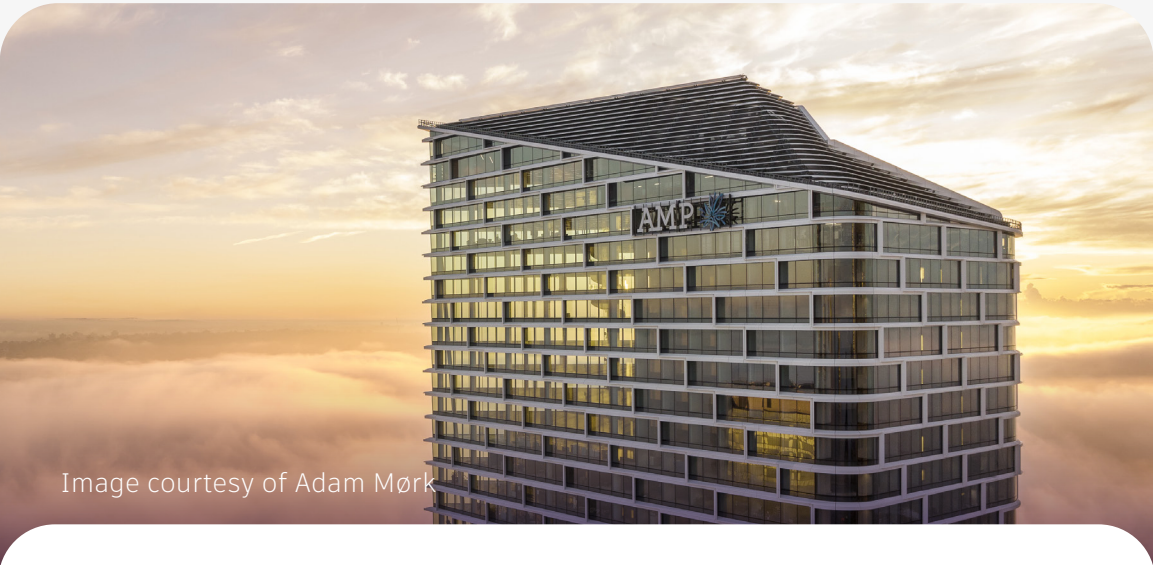


Image courtesy of Adam Mørk

### The world’s tallest upcycled skyscraper

BG&E used Autodesk Construction Cloud and Autodesk ReCap while rebuilding a high-rise and turning it into the Quay Quarter Tower, repurposing 70% of its own materials, saving months of work, and reducing costs.

→ [Learn more](#)



### Notre-Dame restoration: A story of resilience and rebirth

Rebâtir Notre-Dame de Paris used a BIM model and software from Autodesk to enable visualization of the cathedral’s structure in previously impossible ways.

→ [Learn more](#)



Image courtesy of Revolution Workshop

### Upskilling for sustainability to build tomorrow’s workforce

In Revolution Workshop's Construction Professional Pathways Program, students learn the basics of AutoCAD and project management, and are placed in entry-level positions.

→ [Learn more](#)



# Sustainability-enabling solutions: D&M

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.

## Material impact 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

## Operational efficiency and smart manufacturing

- Plan and validate factory layouts to optimize 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

## Supply chain resilience

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

→ [Learn more](#)



Image courtesy of Apiar

## Preparing the next generation for sustainable innovation

The Kogakuin University Solar Car team used Fusion to design and create a solar-powered vehicle that they entered in the Bridgestone World Solar Challenge 2024 in Australia.

→ [Learn more](#)



Image courtesy of Decathlon.

## The new Decathlon diving fin is an eco-conscious design revolution

Generative design in Autodesk Fusion helped Decathlon create a diving fin named React that's half the weight and has half the carbon footprint as the market benchmark.

→ [Learn more](#)



Image credit Adæpt

## Inclusive design to empower individuals with cerebral palsy

Autodesk Fusion was instrumental in developing the Adæpt device, a physical touchpad which empowers individuals with cerebral palsy to navigate the digital world freely and independently.

→ [Learn more](#)



# Sustainability-enabling solutions: M&E

Autodesk solutions for media and entertainment include digital tools that facilitate the creation of virtual sets and extras, significantly cutting down on physical waste and travel-related emissions. By embracing digitalization, studios not only conserve resources but also focus on what they excel at—creating compelling art.

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→ [Learn more](#)



Image courtesy of Z-emotion

### Seoul-based z-emotion drives technology and fashion industry convergence

Plug-ins that integrate digital fashion with Autodesk Maya and Unreal Engine help z-emotion bring clothing to life and replace the need for product photo shoots, saving time, materials, and marketing costs.

→ [Learn more](#)



Image courtesy of SuperGenius

### A flexible and open-minded approach to the game development process

SuperGenius uses Autodesk Maya, 3ds Max, and MotionBuilder to help the team streamline technical steps so that artists and creatives can focus on what they do best.

→ [Learn more](#)



# Transform industries

## Supporting our wider ecosystem

Global challenges such as industrial decarbonization, climate change resilience, and workforce transformation are complex and multifaceted, and they affect people across all parts of society. These challenges cannot be solved by one solution or one organization.

In addition to enhancing the sustainability of our own operations and supporting our customers to design and make more sustainably, we also take systemic actions to transform our industries to be more sustainable and resilient. Autodesk’s Design and Make Platform serves customers across entire value chains, providing us a unique opportunity and responsibility to drive systems-level progress.

We focus our efforts on three primary levers for market transformation: catalyzing and scaling technological innovations, driving collective action through partnership, and engaging the ecosystem to shape industry ambition and regulation. Multiple teams across Autodesk—including our Autodesk Foundation, research, partnerships, and public policy teams—work in coordination through cross-functional working groups to drive progress.

Over time, and in close partnership and collaboration with peers, competitors, policymakers, philanthropists, NGOs, and others across the private and public sectors and civic society, we aim to make sustainability the norm in our industries while growing the future industries necessary to achieve positive impact at scale.

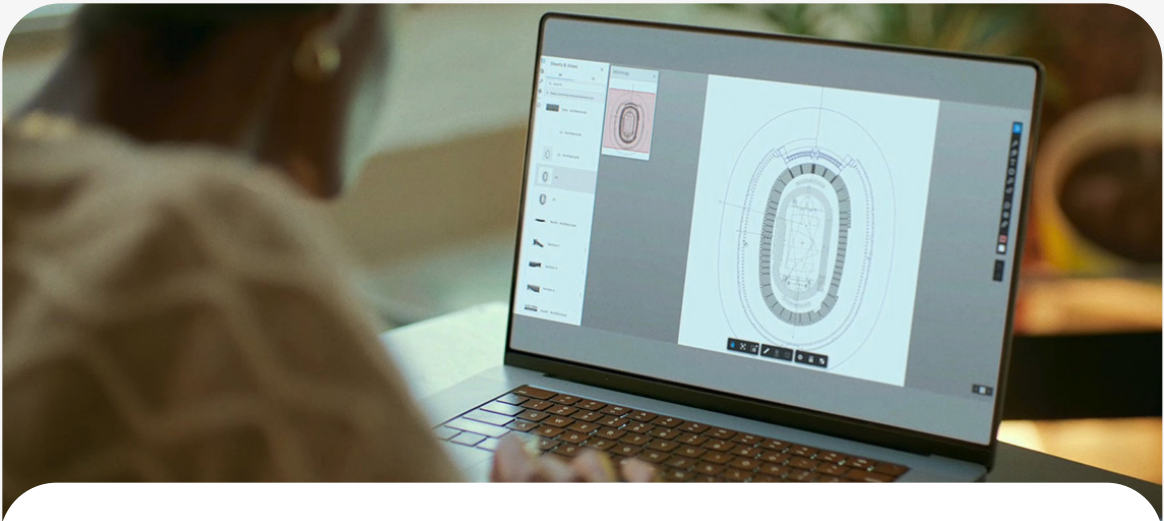
→ [Learn more](#)

## Partnership

In FY25, our partnership strategy focused on the digitalization and decarbonization of the built environment. We also concentrated on setting ambitions for low-carbon solutions and fostering engagement between enterprises and start-ups to advance opportunities to develop better outcomes through data, automation, and insights.

Autodesk develops technology solutions used widely around the world, which presents both a responsibility and an opportunity to drive significant sustainable outcomes. Technology can be a powerful tool to achieve systemic, industrywide transformation, especially when coupled with deep partnership and radical collaboration across the private sector, public sector, and civic society.

Through impact partnerships, we use our collective influence and Autodesk technology to produce scalable and sustainable outcomes to solve sectorwide sustainability challenges. And we achieve success through partnership with our customers and across industries—building relationship capital, uncovering opportunities, catalyzing collective action, and influencing and informing industry ambition. These efforts help address and overcome interconnected and multifaceted environmental and social challenges.



### LA28 Olympic and Paralympic Games

Autodesk will help LA28 retrofit or design the more than 40 competition and major non-competition venues across Southern California.

→ [Learn more](#)

## Research

At Autodesk Research, we explore new ways that technology can be applied to design and make challenges. Our team of industrial researchers is bolstered by a global network of innovation leaders, data-enabled fabrication workshops, and forward-thinking ideas to empower innovators in achieving the new possible.

In this ecosystem, advanced research teams investigate technological innovations and applications to accelerate Autodesk’s Design and Make Platform, enabling us to better meet the needs of the industries we serve, and better prepare for the future as we undergo transformative shifts in how we work. To understand the real-world challenges facing our customers, our Research team seeks out like-minded collaborators, including industry experts, fellow research labs, ambitious start-ups, and renowned academic teams. Our connections with these collaborators keep our teams informed on new and leading academic methodologies and findings, while gaining insight and experience to further our learning and research.



### Advancing energy-efficient housing with eco-friendly retrofits

In the Residency Program, Highland Park Technologies is developing new methods and technologies that prioritize sustainability and affordability—with minimal disruption to occupants.

→ [Learn more](#)

## Public policy

At Autodesk, we recognize the critical role that public policy plays in driving more innovative and sustainable outcomes for the industries we support. Our government affairs and public policy efforts align with our broader mission—to empower innovators to design and make a better world for all. Through strategic advocacy, industry partnerships, and regulatory engagement, we work to ensure that policies support technological advancement, environmental sustainability, and workforce development.

Also, please view [Autodesk’s Policy Recommendations to the Trump-Vance Administration and the 119th Congress](#).



### Continued engagement at the UN Climate Change Conference

At the event, we met with representatives, partners, and policymakers from the building and construction community to discuss ways to collectively drive progress in areas such as total carbon management, sustainable development, and decarbonization.

→ [Learn more](#)



# Autodesk Foundation

In 2014, Autodesk established a philanthropic entity, the Autodesk Foundation. Through this philanthropic vehicle, Autodesk contributes financial resources, technology, and the talent of its global employees to help strengthen—and improve—Autodesk industry ecosystems to be more sustainable and resilient.

The Autodesk Foundation invests in a global portfolio of start-ups and nonprofits that are transforming Autodesk’s industries to be more sustainable and resilient. By combining catalytic capital, Autodesk technology donations, and the company’s talent pool, the Autodesk Foundation accelerates the growth of organizations on a path to scale. These efforts support emerging innovation and de-risk transformative design and engineering–based solutions.

Investments are made to organizations aligned with impact opportunity areas where Autodesk is uniquely positioned to enable impact: [Energy & Materials](#), [Health & Resilience](#), and [Work & Prosperity](#). Theories of change and investment theses guide Autodesk Foundation’s investment decisions. Impact outcomes are tracked through an impact measurement and management (IMM) practice, which is part of due diligence, reporting, and evaluation.

To be at the forefront of emerging impact areas where its capital and resources can be more effective, the Autodesk Foundation invests in research and actively learns alongside its portfolio organizations.

→ [Learn more](#)  
→ Learn more in our full [FY25 Impact Report](#).

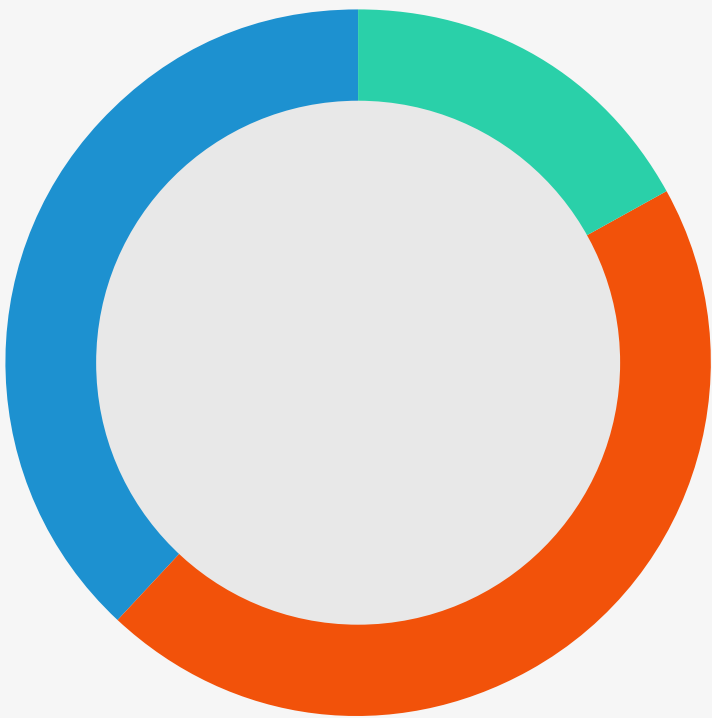
## Financial capital

Portfolio organizations receive flexible, catalytic capital in the form of impact investments and unrestricted grants.

**\$14.5 million**

in strategic philanthropy deployed by the Autodesk Foundation during FY25 to a portfolio of 60 nonprofits, impact funds, and start-ups globally

→ [Learn more](#)



Financial capital distribution in FY25

- 17% Energy & Materials
- 45% Health & Resilience
- 38% Work & Prosperity

## In-kind support

Autodesk’s most valuable resources, technology and talent, are extended to portfolio organizations to scale innovations needed to transform industry.

**\$9.8 million**

of in-kind contributions to the portfolio in FY25

**90%**

of the Autodesk Foundation portfolio benefited from Autodesk technology and talent support in FY25

### Technology

In FY25, \$8.4 million in Autodesk software was donated to portfolio organizations through Autodesk’s Technology Impact Program. In addition to Autodesk software donations, portfolio organizations receive technical support, training, and consulting to improve design processes.

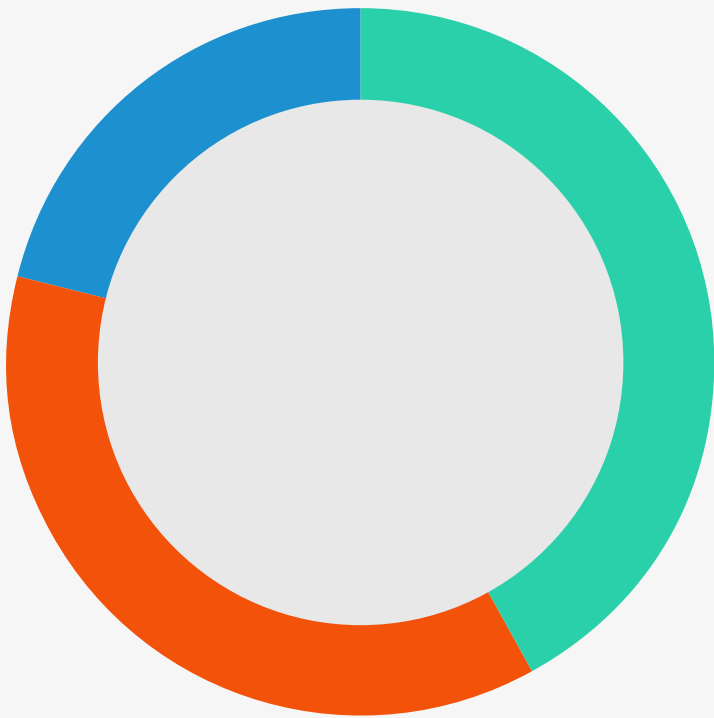
→ [Learn more](#)

### Talent

Autodesk employees are encouraged to engage with skilled Pro Bono Consulting with portfolio organizations. In FY25, Autodesk employees spent more than 2,500 hours doing Pro Bono Consulting with 31 portfolio organizations, either one-on-one or as part of a team. Pro bono projects ranged from data management and analysis to engineering and marketing.

→ [Learn more](#)

In-kind support distribution in FY25



- 42% Energy & Materials
- 37% Health & Resilience
- 21% Work & Prosperity





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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Future state reporting

Looking beyond FY25, Autodesk is preparing to align with global mandatory sustainability reporting standards. We are working internally to develop a process to assess sustainability topics in accordance with the principle of double materiality as currently prescribed under the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). We plan to regularly refresh this double materiality assessment to reflect changing internal and external circumstances and to adopt a dynamic approach to identifying sustainability topics that are material<sup>2</sup> to Autodesk under CSRD and ESRS requirements (which may be subject to further regulatory developments).

Sustainability ratings, rankings, and memberships

Voluntary sustainability reporting provides Autodesk an ongoing opportunity to demonstrate our performance, assess our impact, and reinforce our commitment related to a broad range of sustainability-related topics. These efforts also drive continuous improvement, enhance transparency, and foster accountability across our business.

Organization/framework	Autodesk current score/engagement
<a href="#">Bloomberg</a>	5.31/10 (Leading)
<a href="#">CDP Climate Change</a>	B
<a href="#">Corporate Knights Global 100</a>	66/100
<a href="#">EcoVadis</a>	66/100, Bronze Medal
<a href="#">Institutional Shareholder Services (ISS) Quality Scores and Corporate Rating</a>	Corporate ESG rating: C+
	Quality Scores:
	Environment: 3
	Social: 3
	Governance: 2
<a href="#">Morgan Stanley Capital International (MSCI) ESG Rating</a>	AAA
<a href="#">RE100 (Renewable Energy Initiative)</a>	Member
<a href="#">S&amp;P Corporate Sustainability Assessment (CSA) (formerly DJSI)</a>	55/100
<a href="#">Sustainalytics</a>	15.1 (Low Risk)
<a href="#">UN Global Compact</a>	Member
<a href="#">World Business Council for Sustainable Development (WBCSD)</a>	Member