AUTODESK

FY24 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 2024 fiscal year (February 1, 2023 - January 31, 2024) 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 FY24 Annual Impact Report.
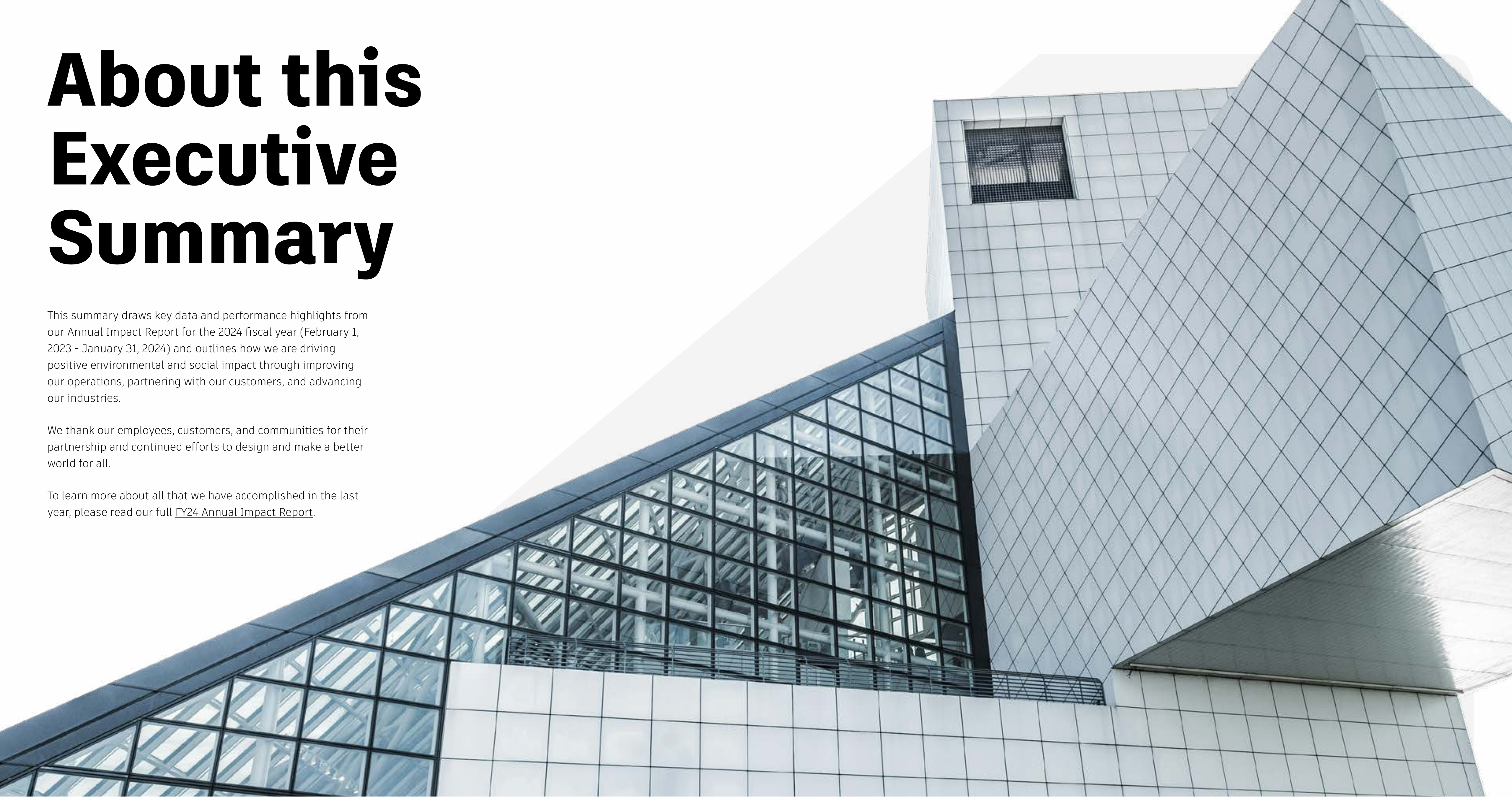
A message from our President and CEO

Humanity continues to face increasingly complex global challenges, a rapidly accelerating pace of change, and, in the short term, finite resources to address these issues. Yet despite these daunting constraints—and frankly, because of them—we at Autodesk see unprecedented opportunity.

We believe that technology will always be one of society's most powerful catalysts for progress. Autodesk's mission—to help everyone, everywhere, design and make anything—drives us to develop powerful solutions that help our customers tackle the world's biggest challenges. Today's advances in digital transformation, cloud-connected technology, and generative AI will yield monumental changes in how we design and make our world. As a trusted partner to our customers and ecosystem writ large, we will ensure that the innovators and creators building our future have the best tools to do so.

The following report outlines our successes and challenges in this space. We believe that by holding ourselves accountable in our own sustainability journey, we can credibly engage and support our industries in the transition to a more sustainable, resilient, and inclusive future. Together, we can accelerate our path toward the collective future to which we all aspire.

This starts with how we manage our own operations. As governments around the world implement more rigorous sustainability regulations, we recognize our opportunity to continue to lead by example. We support and advocate for more ambitious public sector action to solve our collective challenges. And by aligning our business practices with these emerging regulations and standards, we aim to set a new standard for sustainability in the industries we serve.

Through innovative practices and technologies, we have made significant strides in reducing our carbon emissions, optimizing resource utilization, and promoting energy efficiency across our business. We continue to invest in the expansion of renewables on the grid and nurture the nascent but growing carbon removal industry. Our Culture Code and diversity and belonging (D&B) commitments are best in class and yield significant rewards via employee recruitment and retention. This year we are sharing the results of our three-year D&B commitments—and while we have made significant progress in this arena, there is still more work to be done.

Our commitment to sustainability extends well beyond our own operations; we recognize the need to support our customers in their sustainability commitments.

At its core, sustainability is a local data problem. By building and deploying the industry cloud platforms that enable our customers to connect data across teams and workflows, we equip them with the information and insights they need to make sustainable choices throughout their Design and Make processes.

We released a suite of analytical tools and features to measure and manage carbon emissions associated with buildings, products, and infrastructure. We also expanded our portfolio of water management, factory design, and simulation solutions. These capabilities are embedded within our Design and Make Platform to help our customers make informed decisions throughout their processes, ultimately leading to more sustainable outcomes in our industries.

The rise of generative AI presents unprecedented opportunities for advancing sustainability. While we have been harnessing this technology for years, Autodesk AI-driven design solutions now enable our customers to explore a multitude of options while optimizing for environmental performance—quite literally redefining the possibilities for a more sustainable future.

We recognize that progress requires collaboration and partnership. That is why we are dedicated to nurturing a sustainable ecosystem—a network of like-minded individuals, organizations, and communities working together to drive positive change. By demonstrating what is possible with the right technology, participating in collective action with our stakeholders and strengthening market incentives for sustainability, we believe we can transform markets.

We invest in our communities to level the playing field and support people and innovations that will create a better world. For example, we have contributed $5 million to Cal State Northridge to provide opportunities for underprivileged students, complementing other initiatives across our educational and workforce partnerships. We are empowering everyone to participate in creating this new, sustainable future.

Autodesk is uniquely positioned as a catalyst for positive change. By staying ahead of the curve and embracing emerging sustainability trends, we are shaping the future of sustainable Design and Make innovation.

I want to express my gratitude to our employees, partners, customers, and communities who share our vision for a more sustainable world. Together, we can make a meaningful difference and leave a lasting impact on future generations.

I invite you to explore our annual Impact Report and join us on this journey in the relentless pursuit of a better world, designed and made for all.

Sincerely,

Andrew Anagnost
President and Chief Executive Officer

FY24 highlights

Autodesk appointed its first chief sustainability officer and trust officer

Sourcing 100% renewable energy for our facilities, cloud services, and employee work from home*

Received A- CDP Climate Change score and ranked #1 in our industry (Software) on the Corporate Knights Global 100

49.5% increase in the number of women in tech roles globally (compared to the beginning of FY22)

$1.1 million in financial support provided during FY24 by our employees, combined with company matching and Autodesk Foundation grants, to help respond to crises worldwide

Launched Autodesk AI to help drive sustainable outcomes across industries

18 technology integrations developed by ecosystem of 30 participants from the Sustainability Tech Partner Program

Enhanced sustainability- enabling solutions across three industry clouds (Forma, Fusion, Flow)

Gifted $1.5 million to the University of Florida Colleges of Design, Construction and Planning, and Engineering

$16.2 million in financial capital and $9.2 million of in-kind contributions deployed to the Autodesk Foundation portfolio

Supported the launch of Buildings Breakthrough during COP28 in the UAE to strengthen global collaboration necessary to decarbonize the built environment

Joined Frontier, a $1 billion advance market commitment, to accelerate the market of permanent carbon removal

* This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.

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, customers, and the world.
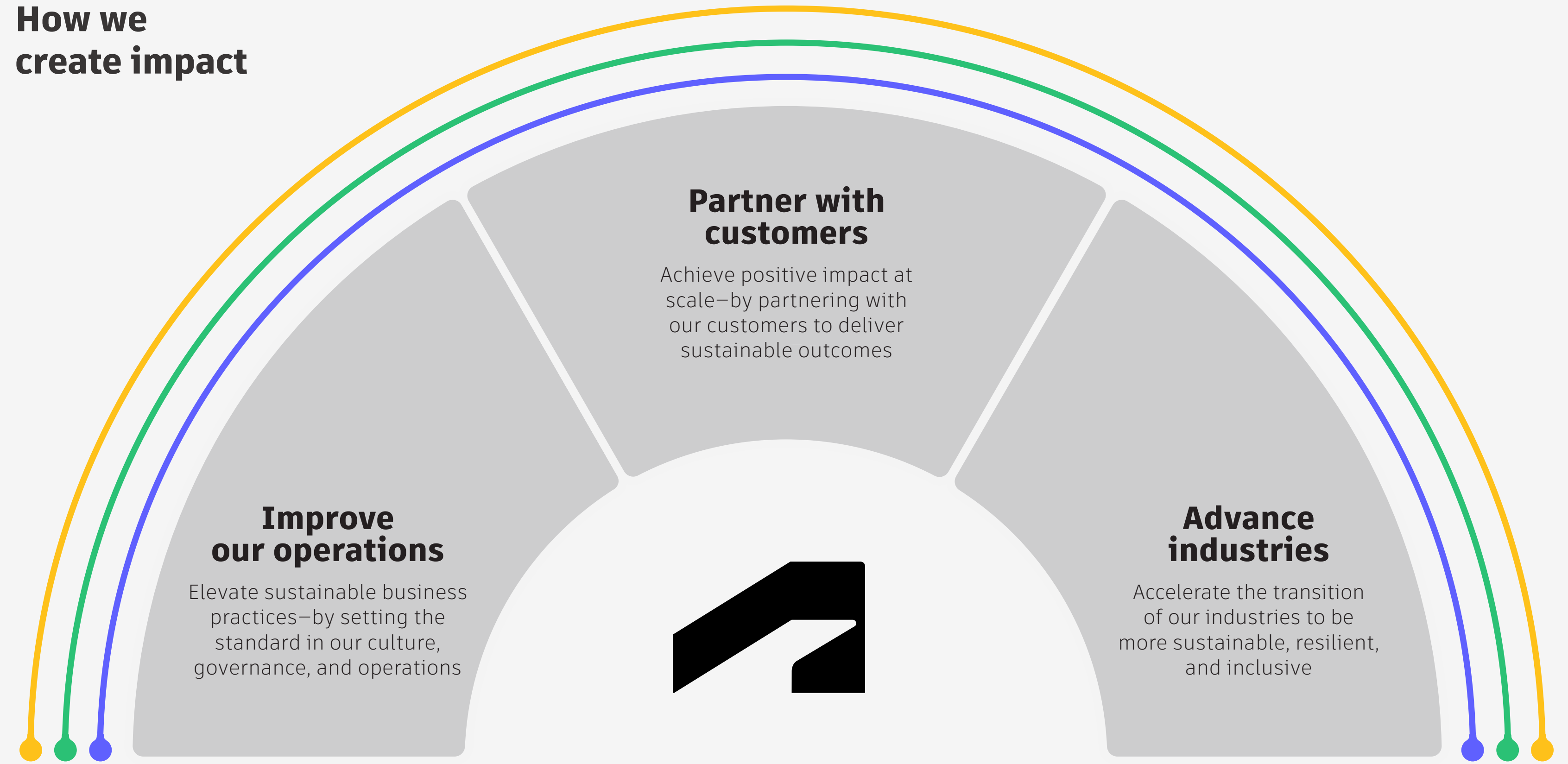
We focus our efforts to advance positive outcomes across three primary areas. These impact opportunity areas, informed by the UN Sustainable Development Goals, align the top needs of our stakeholders, the most important issues of our business, and the areas where we can best accelerate positive impact at scale.

Our impact strategy aligns closely with these United Nations Sustainable Development Goals.

→ Learn about assessments that inform our impact strategy.

→ Learn about how we drive progress toward the UN Sustainable Development Goals.

→ Learn more about how we implement our impact strategy in the full FY24 Impact Report.

How we create impact

Partner with customers

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

Improve our operations

Elevate sustainable business practices—by setting the standard in our culture, governance, and operations

Advance industries

Accelerate the transition of our industries to be more sustainable, resilient, and inclusive
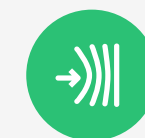
Impact opportunity areas

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.

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.

→ Learn more about our carbon emissions and reductions in the full FY24 Impact Report.

Sustainable business practices targets

Reducing our emissions

50%

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

SBTi validated
14.5% reduction achieved*

55%[†]

minimum reduction in Scope 3 GHG emissions per dollar of gross profit by FY31, compared to FY20

SBTi validated
57.9% reduction achieved

26.5%

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

17.5% achieved‡

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
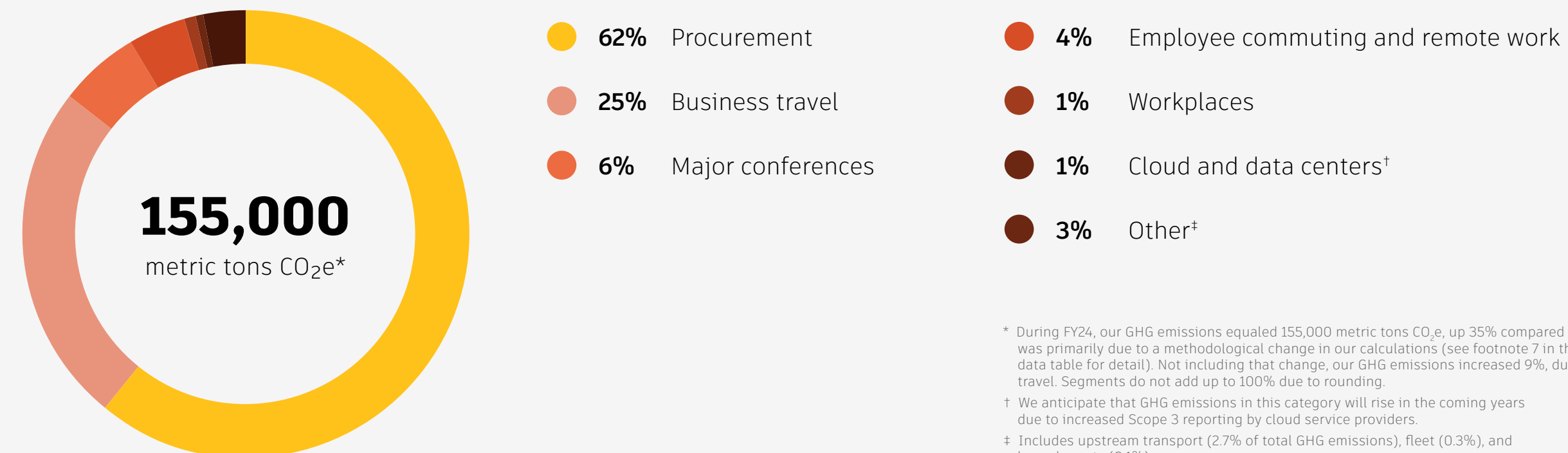
Achieved and ongoing

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* The 14.5% decrease from our FY20 baseline was due primarily to the elimination of diesel cars in our fleet operations in the Europe, Middle East, and Africa region, as well as refinement of utility data from our workplaces in North America.

† 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.

Autodesk total GHG emissions in FY24

155,000
metric tons CO_2e*

- **62%** Procurement
- **25%** Business travel
- **6%** Major conferences
- **4%** Employee commuting and remote work
- **1%** Workplaces
- **1%** Cloud and data centers[†]
- **3%** Other[‡]

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* During FY24, our GHG emissions equaled 155,000 metric tons CO_2e, up 35% compared to FY23. This increase was primarily due to a methodological change in our calculations (see footnote 7 in the Carbon footprint data table for detail). Not including that change, our GHG emissions increased 9%, due primarily to business travel. Segments do not add up to 100% due to rounding.

† We anticipate that GHG emissions in this category will rise in the coming years due to increased Scope 3 reporting by cloud service providers.

‡ Includes upstream transport (2.7% of total GHG emissions), fleet (0.3%), and leased assets (0.1%).

Diversity and belonging

FY24 objectives and goals

In a world that is increasingly more complex and diverse, we believe that our culture of belonging fuels innovation and competitive advantage well into the future.

We are committed to building and maintaining an environment that inspires our employees globally to do their best work and bring their full selves. Diversity of background, minds, and capabilities is fundamental when crafting products and solutions that solve the most complex challenges and address market needs worldwide.

This page summarizes the final outcomes against our three-year diversity and belonging goals. We closed out this leg of our journey celebrating notable successes and progress in each of our focus areas. We also identified opportunities where additional effort is needed moving forward.

→ Learn more about our Diversity & Belonging initiatives in the full FY24 Impact Report.

	Attract a diverse workforce		Expand leadership diversity	Foster a culture of belonging
Objective	Increase representation of women in tech, women in sales, and underrepresented people of color employees in the United States		Increase geographic and demographic diversity of leadership	Transform our culture so that all employees feel they belong
Goals (by the end of FY24)	Increase the number of women in tech roles globally by **25%*** Progress through FY24: `Met 198% of goal`		Increase the number of leaders (director and above) based in EMEA, APAC, Japan, Canada, and LATAM by **10%*** Progress through FY24: `Met 204% of goal`	Reduce gaps between all demographic groups and companywide survey scores on belonging to **5 points or less** Progress through FY24: `Within 5 points`
	Increase the number of women in sales roles globally by **25%*** Progress through FY24: `Met 57% of goal`		Increase the number of leaders (senior director and above) in the United States who are people of color† by **40%*** Progress through FY24: `Met 150% of goal`	Reduce gaps between all demographic groups and companywide survey scores on engagement to **5 points or less** Progress through FY24: `Within 5 points`
	Increase the number of US employees who are underrepresented people of color‡ by **30%*** Progress through FY24: `Met 97% of goal`	Increase the number of US Black employees by **100%*** Progress through FY24: `Met 63% of goal`	Increase the number of Black and Latinx leaders (senior director and above) in the United States by **300%*** Progress through FY24: `Met 60% of goal`	Launch diversity and belonging training companywide, and achieve greater than **75%** employee participation Progress through FY24: `96.5% achieved` (based on biennial Professional Behaviors mandatory training, last conducted in FY23)

🟢 Achieved

🟡 Just below target

🔴 Missed

* Compared to the beginning of FY22.
† 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.

FY26 objectives and goals

Three years ago marked our first endeavor to establish goals centered on diversity and belonging. We encountered significant challenges due to fluctuating market dynamics and hiring conditions, and we fell short of achieving some of our key metrics. Nevertheless, during this period we witnessed significant advancements in fostering greater gender and ethnic diversity within our talent pool.

Moving forward, we are setting our focus on percentage of diverse workforce representation, acknowledging the need for a more comprehensive framework that better encapsulates our commitment to diversity and belonging within our workforce.

We have learned a lot over the past three years and gained an appreciation for the challenges of setting stretch goals to achieve increases in representation across the areas upon which we focus. Despite a global pandemic, the great resignation, and a softening of diversity and belonging–related commitments across the industry, we remain steadfast on creating a culture where employees, no matter their background, feel they belong.

We believe our strategies have significantly helped us attract and retain more diverse talent across the globe, enabling our employees to be more productive and innovative in ways that help them, and our business, succeed.

Over the next two years, we will remain committed to building on the momentum we have achieved and will push ourselves to make further advances across the following areas.

	Workforce representation	Culture of belonging
Objective	Make additional gains in workforce diversity	Maintain a culture where all employees feel they belong
Goals (by the end of FY26)	Achieve **25%** women in tech roles globally	Maintain a **4 point** or smaller difference between all demographic groups and companywide survey scores on belonging[†] and care[‡]
	Achieve **31%** women in commission-eligible sales roles globally	
	Achieve **7.5%** Black, Latinx, and Indigenous individuals in senior director[*] and above roles in the United States and Canada	
	Achieve **12%** Black, Latinx, and Indigenous employees in the United States and Canada	

* Director level and above.
† Based on responses to the statement "I feel a sense of belonging at Autodesk."
‡ Based on responses to the statement "At work, I feel cared about as a person."

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.

→ Learn more in the full FY24 Impact Report.

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 (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

Orms revives a 1970s building as a boutique hotel using adaptive reuse architecture

→ Learn more.

A new generation of embodied carbon software tools is simplifying the job

→ Learn more.

Saving lives with Türkiye's National Flood Forecast Early Warning System (TATUS)

→ Learn more.

Sustainability-enabling solutions

Design & Manufacturing

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

→ Learn more in the full FY24 Impact Report.

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 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

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

Image courtesy of Decathlon

Embracing technology and innovation to support the planet

→ Learn more.
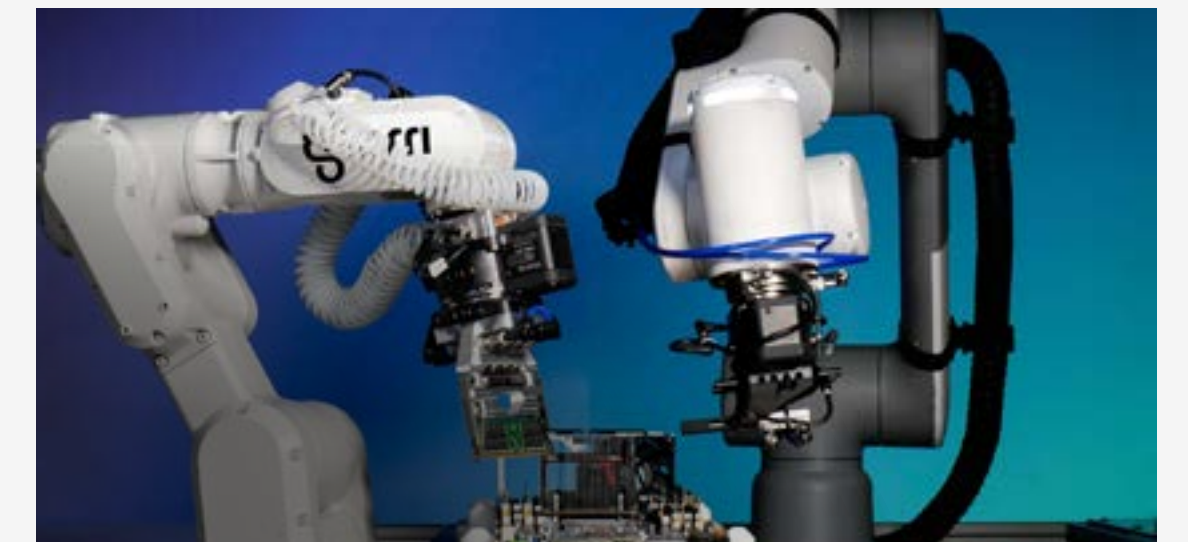
This new microfactory disassembles electronics for reuse and recycling

→ Learn more.

3D printing models that help train surgeons and eliminate the need for animal testing

→ Learn more.

Sustainability -enabling solutions

Media & Entertainment

Autodesk solutions for media and entertainment include digital tools that facilitate the creation of virtual sets and extras offer a practical solution, 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.

⊕ Learn more in the full FY24 Impact Report.

Cloud computing and rendering

- Streamline creative workflows
- Flow real-time data to bridge the gap between dispersed on-set production teams
- Collaborate more efficiently, with powerful features for reviewing media, managing resources, and tracking deadlines
- Connect the global team and enable efficient exchange of information and data

Remote production support

- Improve collaboration within and across organizations
- Work directly with OpenUSD and MaterialX data to create materials that work across multiple renderers
- Implement a modern, high-performance viewport for real-time previews of complex scenes

AI and advanced features

- Enhance modifier for handling intricate modeling tasks procedurally, improved retopology for tidying up models, and advanced motion paths for better visualization and finetuning of animations
- ML Deformer for better performances and finetuning of animations, enhance modifier for handling intricate modeling tasks procedurally, and improved retopology for tidying up models
- Generative Scheduling, powered by Autodesk AI, provides AI driven scheduling capabilities to automate the creation of production schedules and make critical decisions about impacts to resources and dependencies within minutes, making productions more efficient

Distance collaboration

- Review preproduction data and stream camera data directly to the cloud, supporting editing and postproduction work the moment shooting wraps
- Cloud based project tracking and management for VFX and animation teams

Image courtesy of Axis Studios

Improving sustainability through smarter production workflows

⊕ Learn more.
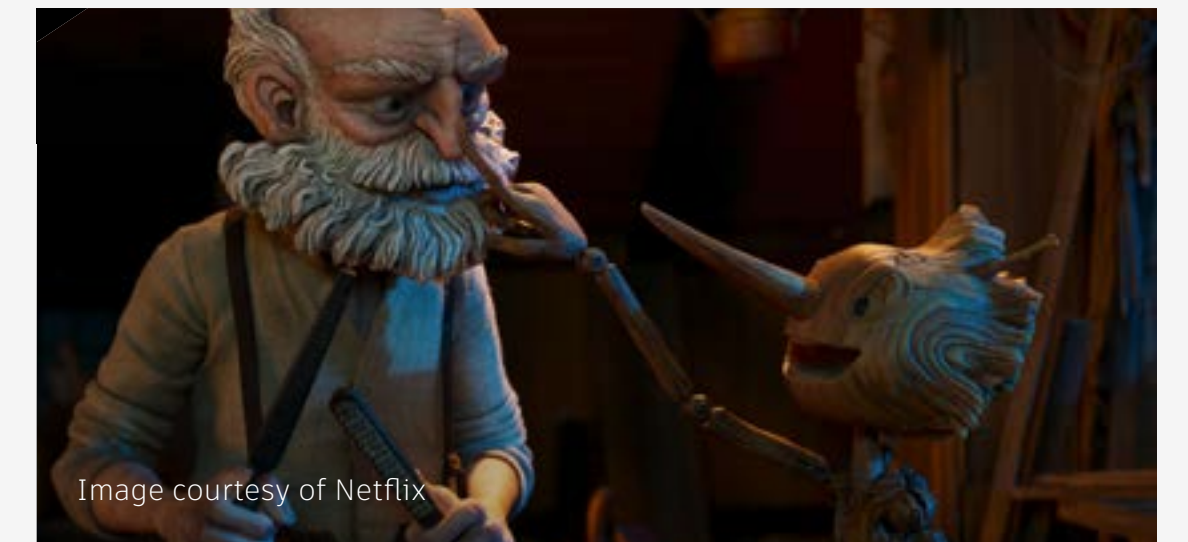
Image courtesy of Netflix

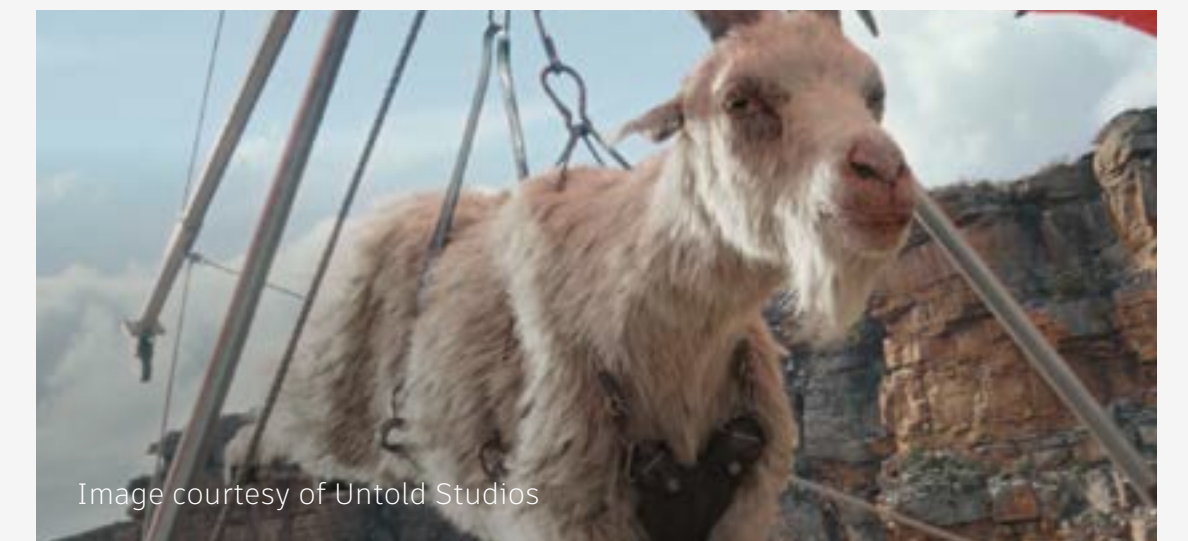**Navigating the shift to remote production mid-project**

⊕ Learn more.

Image courtesy of Untold Studios

**Pushing the boundaries of technology to achieve outcomes previously thought impossible**

⊕ Learn more.

Reinforcing actions to advance industries

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. As a result, these challenges cannot be solved by one person, one solution, or one company.
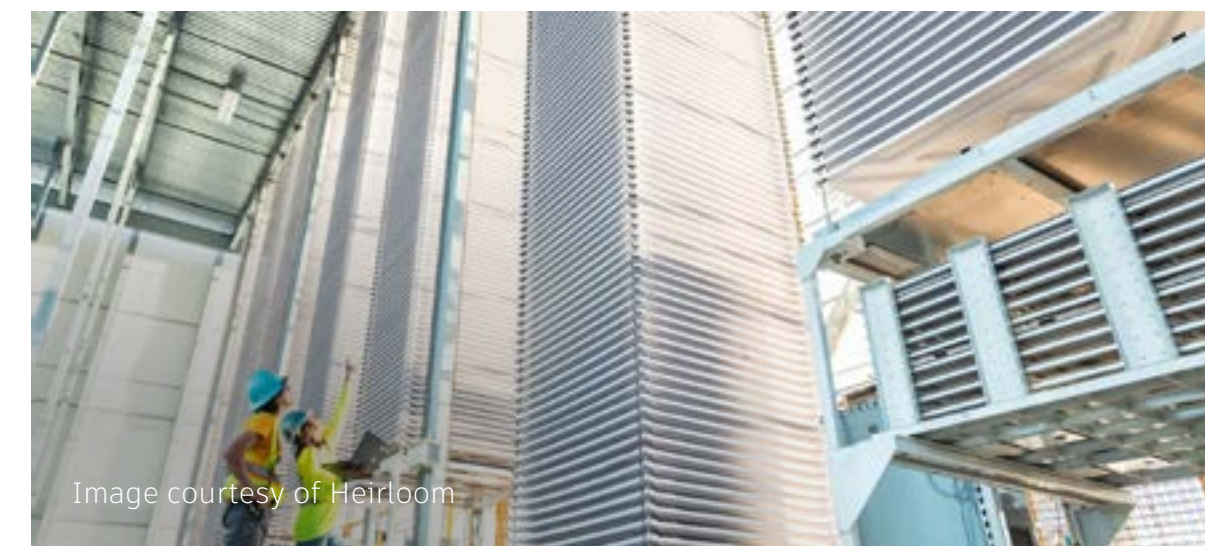
→ Learn more in the full FY24 Impact Report.
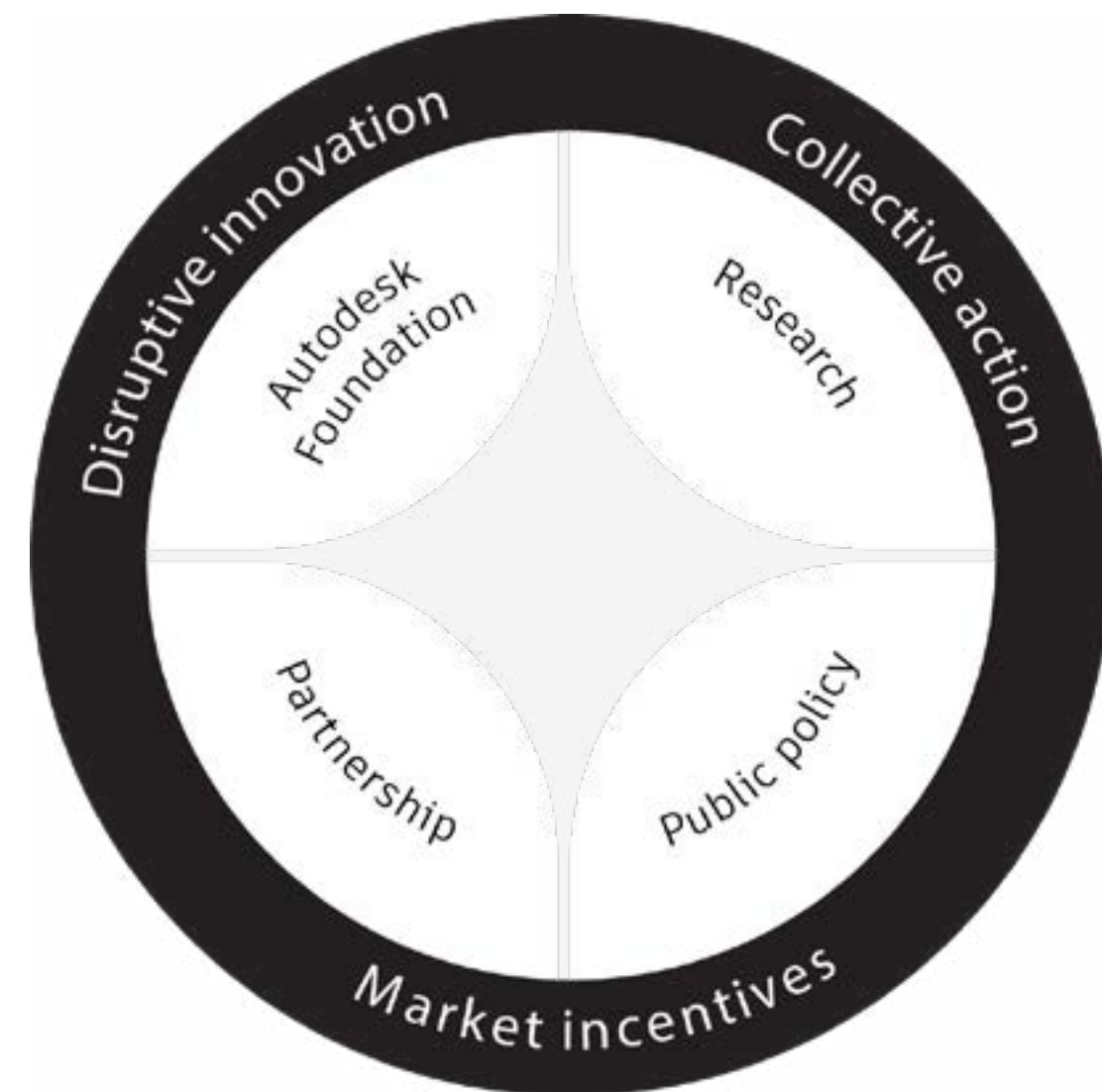
The Autodesk Design and Make Platform serves customers across entire value chains, and we have a distinct opportunity and responsibility to drive systems-level progress through actions that others might be challenged to take.

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 strengthen incentives for positive impact.

Multiple teams across the business—including our Autodesk Foundation, research, partnerships, and public policy teams—work in coordination through cross-functional working groups to drive progressalongside key external partners. We aim to make sustainability the norm, while growing the future industries necessary to achieve positive impact at scale.

Advancing industries through philanthropy

Autodesk Foundation

The Autodesk Foundation is one important way that Autodesk aims to advance industries, as articulated in its impact strategy.

Addressing the risks of climate change and inequality requires investment and collaboration across sectors, geographies, and ecosystems. We believe philanthropy plays a critical and unique role in advancing the next wave of innovators that will transform industries to be more sustainable, inclusive, and resilient.

Financial capital

$16.2 million

in financial capital from the Autodesk Foundation to its portfolio of nonprofits and startups

In-kind support

$9.2 million

of in-kind contributions to the Autodesk Foundation portfolio of nonprofits and startups

Disruptive innovation
Catalyze and scale disruptive innovations to accelerate industry transformation

Image courtesy of Heirloom

Safely capturing and storing atmospheric CO$_2$

→ Learn more.

Collective action
Drive collective action through government and industry partnership

COP28 should be under collective action and Project Phoenix under Market Incentives

→ Frontier

→ UN Climate Change Conference (COP28)

Market incentives
Engage the ecosystem to strengthen market incentives for positive impact

Project Phoenix: Autodesk-led collaboration brings AI-powered, climate-friendly solution to affordable housing

→ Learn more.

ESG ratings, rankings, and memberships

Organization/framework	Autodesk current score/engagement
Bloomberg	5.55/10 (Leading)
CDP Climate Change	A-
Corporate Knights Global 100	11/100, A-
EcoVadis	66/100, Silver Medal
Institutional Shareholder Services (ISS) Quality Scores and Corporate Rating	Corporate ESG rating: C+
	Quality Scores:
	Environment: 2
	Social: 3
	Governance: 1
Morgan Stanley Capital International (MSCI) ESG Rating	AAA
RE100 (Renewable Energy Initiative)	Member
S&P Corporate Sustainability Assessment (CSA) (formerly DJSI)	53/100
Sustainalytics	16.5 (Low Risk)
UN Global Compact	Member
World Business Council for Sustainable Development (WBCSD)	Member