AUTODESK

FY25 Impact Report

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

Contents

Performance data included in this report are based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2025 fiscal year ran from February 1, 2024, through January 31, 2025. Performance data cover Autodesk's global operations, unless otherwise stated. In some cases, segments in tables do not add up to the total due to rounding. All dollar amounts listed are in USD.

Overview

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.

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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.

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

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

FY25 highlights

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

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

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

Received approximately

6,000 MWh

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

Increased internal price on carbon from $20 to

$33/metric ton

(for approximately 155,000 metric tons of CO_2e)
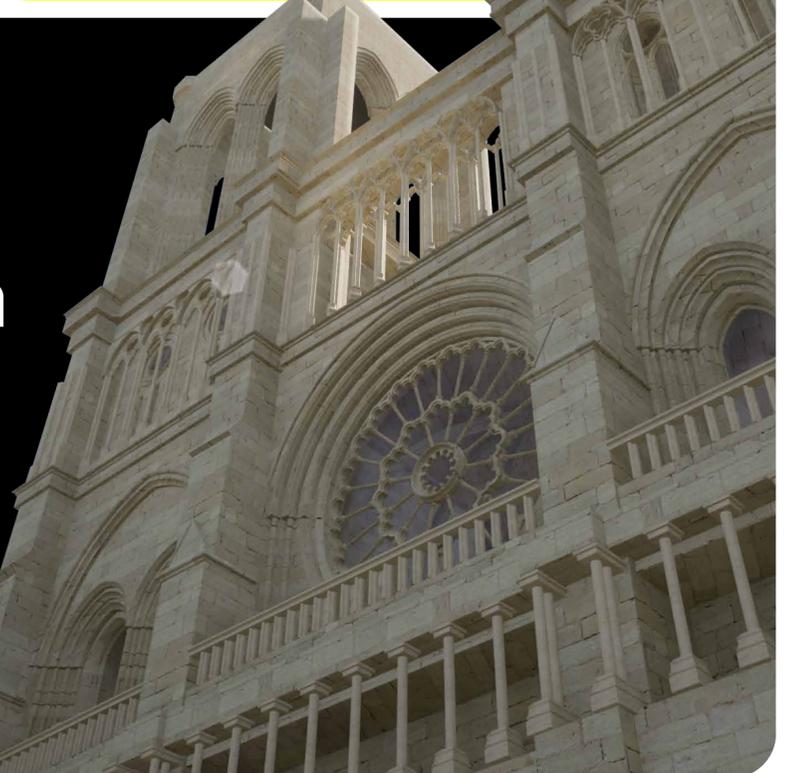
Our company

A better world designed and made for all

Every day, innovators use Autodesk's Design and Make Platform to solve challenges, big and small. Our technology spans many industries, from architecture, engineering, construction, and operations, to product design and manufacturing, to media and entertainment.

The pace of change is accelerating. Our customers are expected to deliver increasingly complex projects on expedited timelines while balancing trade-offs among cost, compliance, performance, and impact. At the same time, rapid digital transformation, advances in cloud-connected technology, and the rise of artificial intelligence are unlocking new paths to productivity, sustainability, and growth.

Autodesk is focused on the convergence of design and make in the cloud, enabled by our platform, industry clouds, and AI. We are developing the solutions needed to measure, manage, and automate design and make processes while helping customers connect their data, teams, and entire ecosystems. This allows them to generate new ideas, explore more options, and make better decisions.

> Autodesk is driving the convergence of design and make, connecting the physical and digital worlds to make the places, spaces, and experiences we live and work in.

By making data granular, interoperable, and accessible in a cloud-connected data environment, Autodesk's Design and Make Platform unlocks new opportunities for sustainability—from insights to optimize energy and material use across a building's full lifecycle to integrated factory planning that improves efficiency and environmental performance in manufacturing.

> Connecting data connects people—and connected people can change the world.

Over four decades, we have worked together with our customers to transform how things are designed and made, and in doing so we have also transformed what can be made. Autodesk provides the designers and makers who are shaping our shared future the platform they need to shape a better one.

All this begins by being a better business ourselves. By building a culture of belonging where all employees have opportunities to succeed and contribute, together we thrive. And by continuing to improve the impact of our own operations, we can serve as a trusted partner to our customers and support our industries to accelerate progress toward **a better world, designed and made for all.**
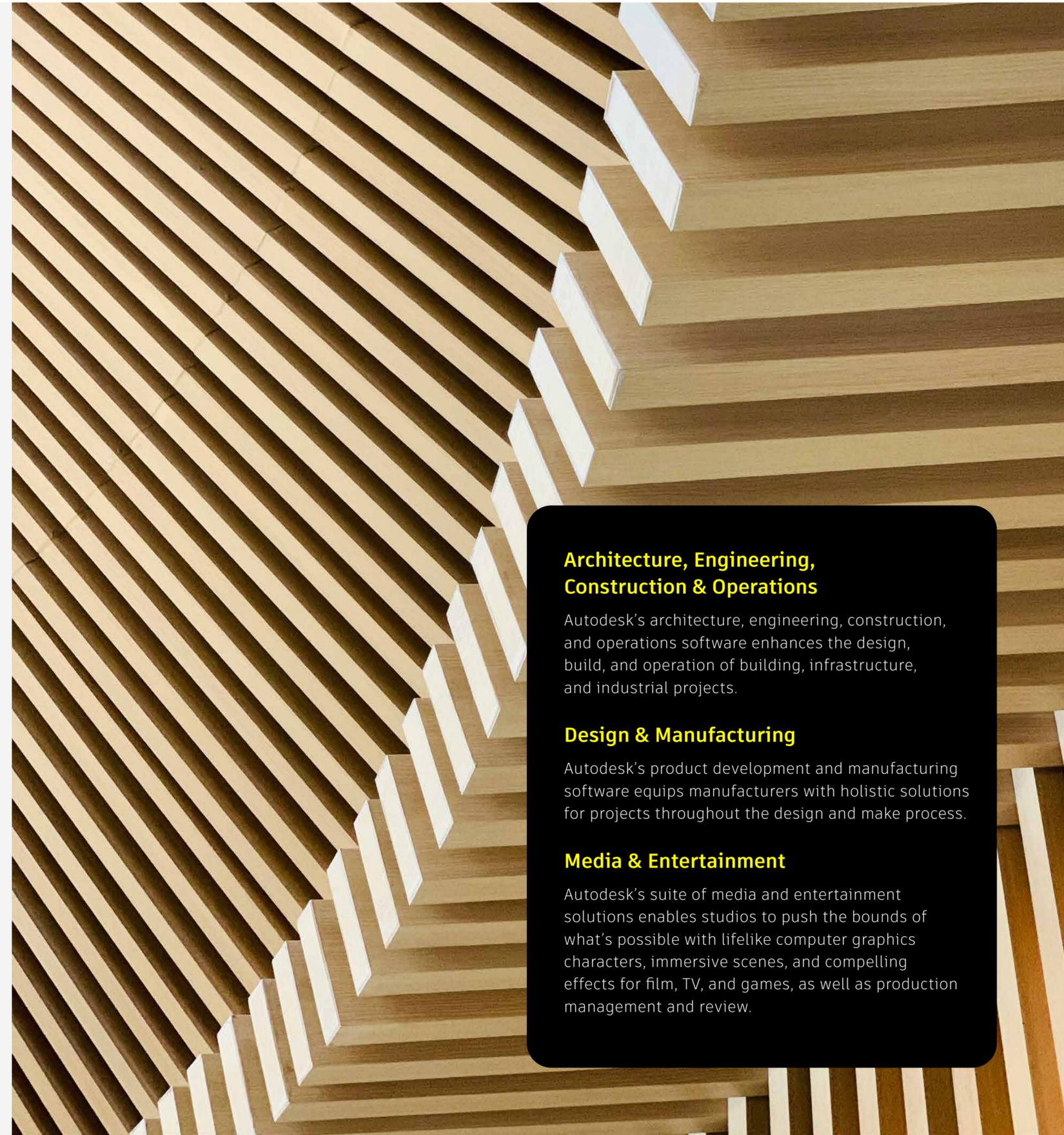
Architecture, Engineering, Construction & Operations

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.

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.

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

Transform industries

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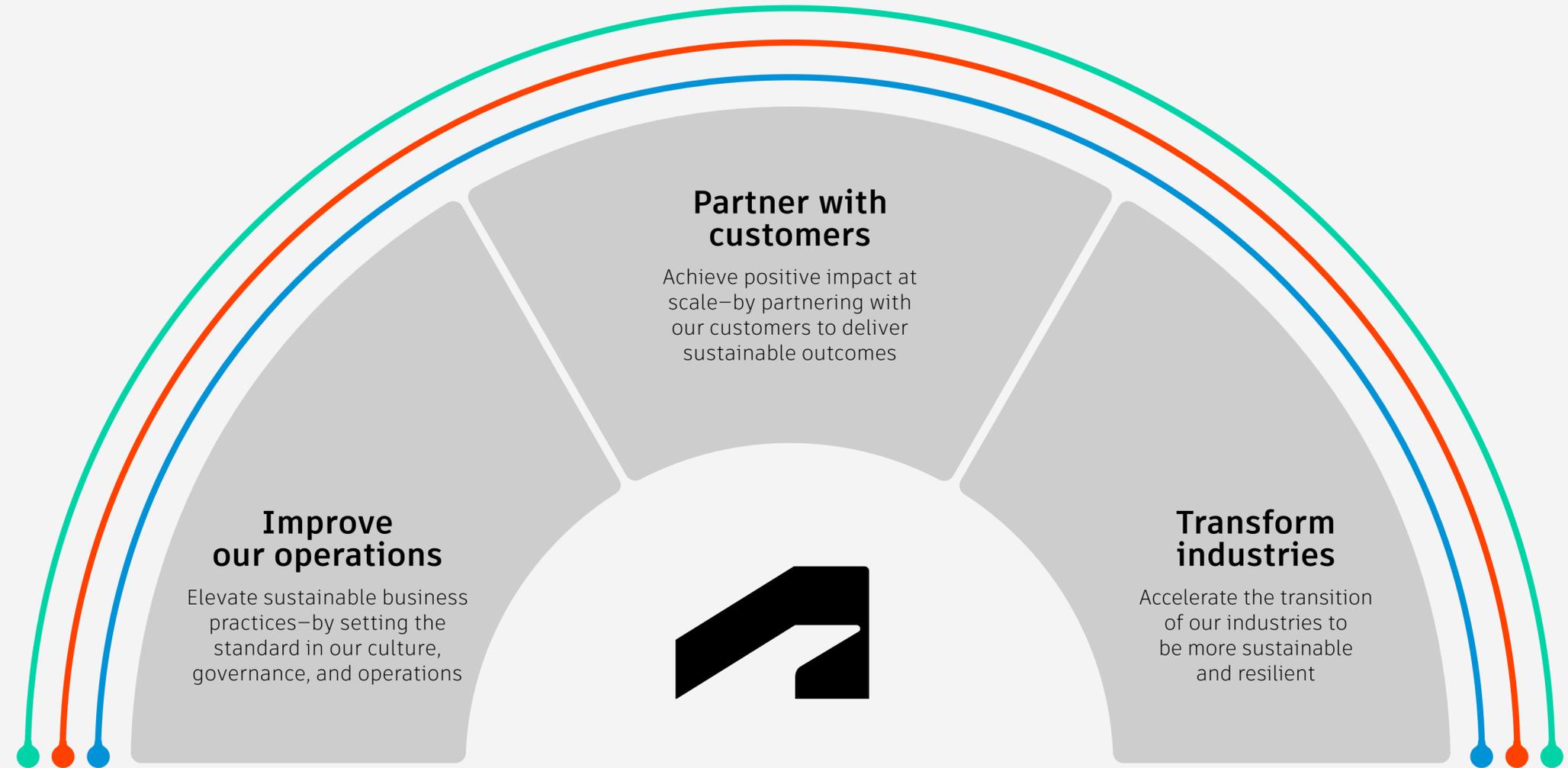
Impact opportunity areas

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.

Approach

Autodesk's annual strategy process focuses on understanding our customers, markets, and industry dynamics to determine our business, product development, and go-to-market strategies. Through this process, we develop corporate goals and strategic intents in relevant areas, including impact. Each goal has accountability from the relevant executive vice president, the CEO, and the Board.

Our companywide impact strategy is a part of Autodesk's annual strategic planning process and engages all aspects of our business. This comprehensive strategy is designed to address the needs of our business, our customers, and other stakeholders across our ecosystem. We update this strategy annually, and include various internal and external inputs into the process. This report summarizes our progress toward realizing this strategic vision.

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[2] to Autodesk under CSRD and ESRS requirements (which may be subject to further regulatory developments).

Governance

We utilize our governance structure to help ensure coordination of Autodesk's impact programs and efforts across all areas of our business.

Our Board has oversight responsibility for impact, with assistance from our Corporate Governance and Nominating Committee and our Compensation and Human Resources Committee in specific areas defined in their committee charters.

Ultimately, our CEO has the highest level of direct responsibility for driving progress in our impact opportunity areas. CEO staff reviews progress on Strategic Realization and relevant goals quarterly, including those related to our impact strategy. The Autodesk Board of Directors reviews annual Strategic Intent and Strategic Realization and regularly reviews status. CEO staff and the Autodesk Board of Directors are informed annually by Autodesk's chief sustainability officer, who oversees coordination of efforts across these impact opportunity areas.

Autodesk's Impact Governance Steering Committee convenes quarterly to review and prioritize issues relevant to the company's impact strategy. The council comprises leaders from Impact, Finance, Legal, and Human Resources with accountabilities for impact across the business. This group is responsible for ensuring that Autodesk assesses and addresses issues that are relevant and specific to our external impact objectives, including priority issue assessment (see summary of assessment conducted in 2022), measurement, management, and disclosure.

Cross-functional teams support this strategic approach while dedicated functional leadership drives the day-to-day work with teams across the business.

Impact governance at Autodesk

Board of Directors	
Corporate Governance and Nominating Committee	Compensation and Human Resources Committee
Executive Leadership Team	
Impact Governance Steering Committee	
Global Impact Team	Functional leadership
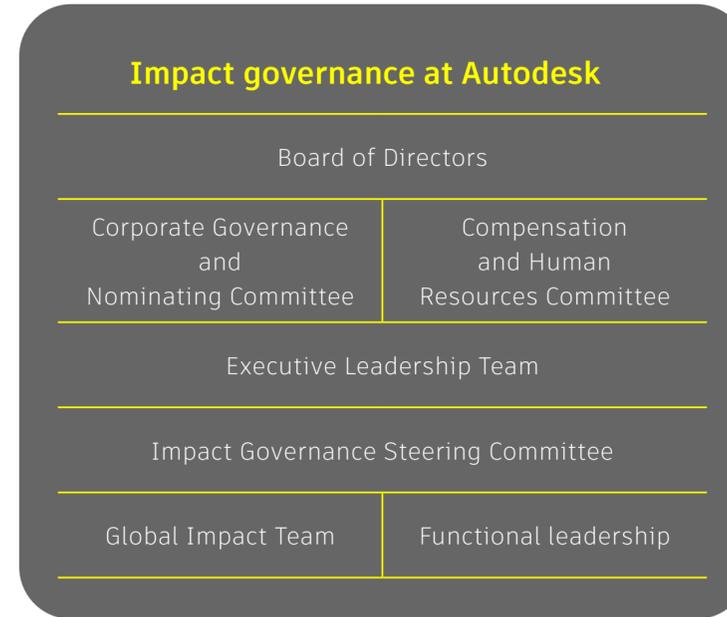
Measurement

For more than 15 years, we have publicly reported metrics that demonstrate our progress and impact, including through our annual Impact Report. These metrics include greenhouse gas (GHG) emissions, energy use, employee demographics, philanthropic investments, and others. We have also set, achieved, and disclosed progress against targets related to our carbon footprint.

Although these targets demonstrate our commitment and drive performance improvement, our biggest opportunity to create impact at scale is by enabling our customers worldwide and across industries to harness localized data and generate insights. These activities are complex, multidimensional, and outside of our direct control, so it is essential to equip our customers with the tools they need to measure, manage, and improve the impacts 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 to support deep, broad, and durable impact. As we advance and scale Autodesk's impact strategy, we hope to apply these learnings to better enable customers to measure and manage impact—and drive collective progress in our markets and industries overall.

Financing impact

We continue to further align our impact strategy with our financial strategy to drive resources and capital into strategies, projects, and initiatives that deliver results across the corporate impact strategy. This includes aligning both how we raise capital and how we deploy capital to optimize both business and sustainable outcomes.

We use the Autodesk Carbon Fund, funded through an internal price on carbon, to follow through on the company's public sustainability commitments. The fund invests in decarbonization projects across our business operations, finances renewable energy projects, and procures high-quality carbon credits to neutralize our residual GHG emissions. In FY25, we deployed $5.1 million at a carbon price of $33 per metric ton.

Additionally, Autodesk uses its philanthropic capital, managed by the Autodesk Foundation, to de-risk innovations that advance our industries to being more resilient and sustainable. During the year, the Autodesk Foundation deployed $14.5 million in grants and investments using a variety of instruments from grants to impact-first debt and equity.

Autodesk has committed to target 1% of annual operating profit for the long-term support of our impact programs, which includes our philanthropic work and our climate commitments.

Spotlight: Philanthropy

Philanthropy plays a vital role in advancing Autodesk's vision of a better world designed and made for all.

Funding

$28.8 million

in philanthropic contributions made by Autodesk and the Autodesk Foundation during FY25

$14.5 million

in strategic philanthropy directed by the Autodesk Foundation* during FY25 to a portfolio of 60 nonprofits and start-ups globally

The Autodesk Foundation portfolio achieved the following:[†]

- 15 million+ individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development[‡]
- 1.4 million+ metric tons CO_2e of GHG emissions reduced in 2024
- 170,000+ individuals obtained new or improved jobs in 2024

→ Learn more

$14.3 million[§]

in charitable contributions in FY25, including $11.4 million by Autodesk, $2.8 million in Autodesk Foundation match of employee giving, and $180,000 of Autodesk Foundation contributions for a Foundation-led grantmaking initiative with Employee Resource Groups

Technology

$48.3 million

in Autodesk software donated in FY25 to 3,830 nonprofits and start-ups worldwide

→ Learn more

Millions

of students and educators used Autodesk software at no charge to learn design and make skills in FY25

→ Learn more

Talent

30,400

employee volunteer hours in FY25, including skills-based Pro Bono Consulting volunteer hours

→ Learn more

* The Autodesk Foundation funds its portfolio through a donor-advised fund (DAF).

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

‡ Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during 2024.

§ Segments do not add up to total due to rounding.

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.

→ Learn more

The Autodesk Foundation makes strategic investments to catalyze breakthrough innovation, unlock industry insights, and de-risk transformative design and engineering solutions—often paving the way for Autodesk customers to advance sustainable outcomes through the use of Autodesk technology.

Through its Technology Impact Program, Autodesk facilitates software donations to organizations that change the world through design and make.

Autodesk employee giving and volunteering is encouraged by Autodesk and rewarded by the Autodesk Foundation through matching funds and volunteer dollars. This enables employees to make an impact, deepening a sense of purpose at work—while driving collective progress toward our shared vision of a better world designed and made for all.

Image courtesy of Heirloom
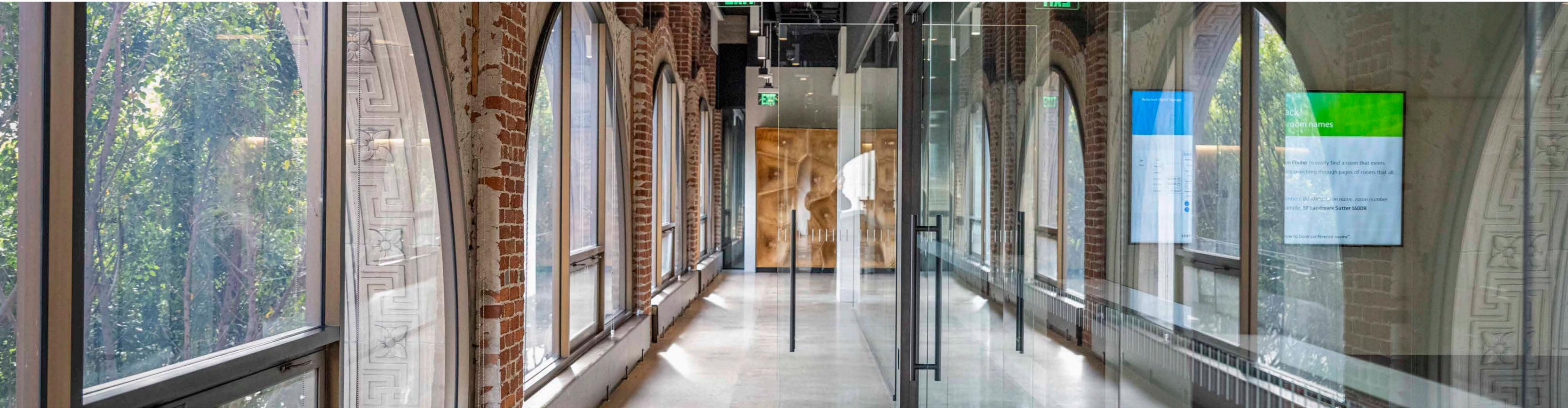
Improve our operations

By continuing to improve the impact of our own operations, we are better able to serve as a trusted partner to our customers and ecosystems in the transition to a more sustainable and resilient world.

→ **Energy & Materials**

→ **Health & Resilience**

→ **Work & Prosperity**
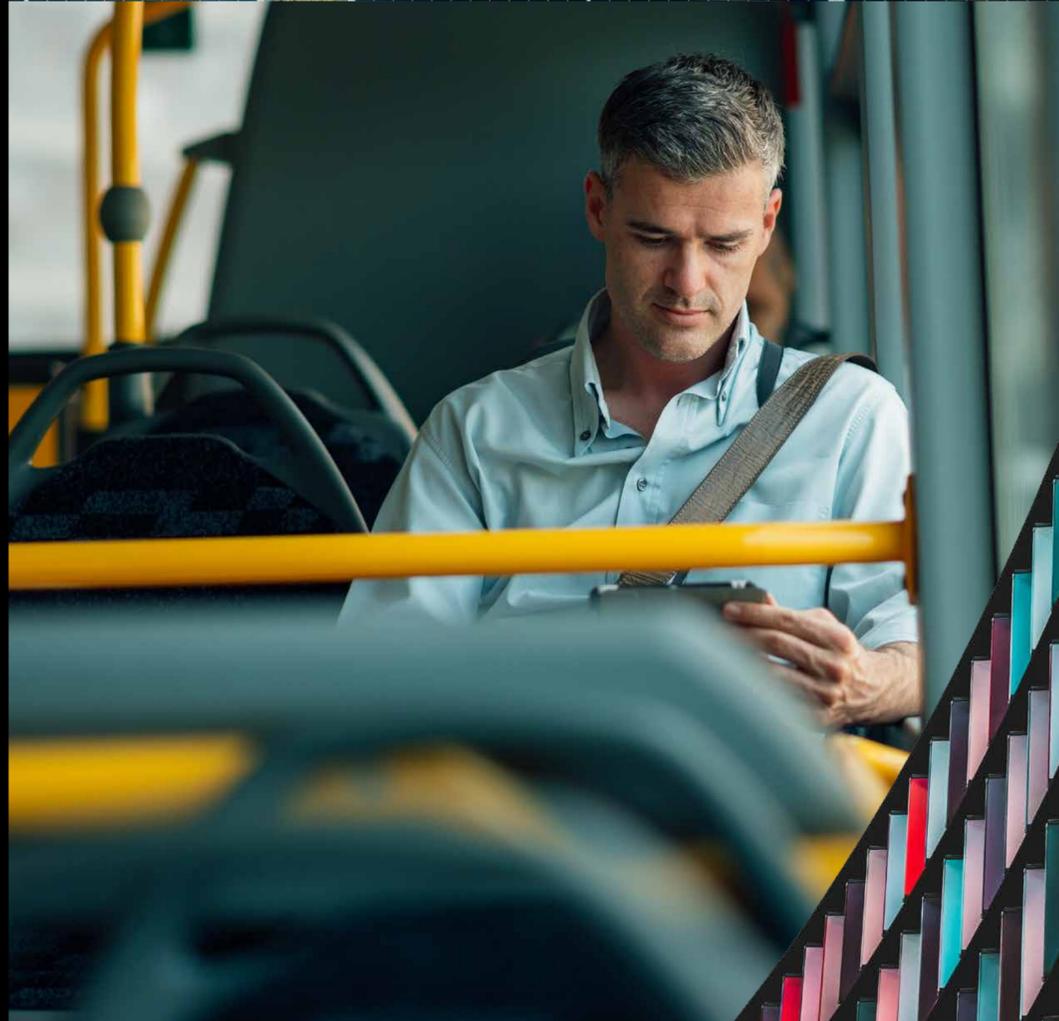
Energy & Materials

Advancing our sustainable business practices

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.

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[1]

- A commitment to responsibly neutralize our residual emissions by purchasing high-quality carbon credits, 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 Science Based Targets initiative (SBTi) validated our GHG emissions reduction targets in FY22[2] and determined that our FY31 Scope 1, 2, and 3 targets are aligned with the 1.5°C trajectory. For the fifth year in a row, we made meaningful progress on our journey to decarbonize our operations and neutralized[3] our residual emissions across our operations and entire value chain through the deployment of the Autodesk Carbon Fund.

We also strive to better understand Autodesk's climate-related sustainability risks and opportunities, and we worked with external climate consultants during FY25 to assess the company's business strategy against a set of three climate scenarios.

→ Learn more

Autodesk also 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), Beyond (formerly known as the Business Alliance for Scaling Carbon Solutions), Ceres, First Movers Coalition, and Sustainable Aviation Buyers Alliance.

Our environmental policy underpins the company's efforts in our own operations and with our products and services.

Sustainable business practices targets*

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%[‡]

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[§]

Sourcing renewable electricity

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

Ongoing commitments

Report climate change information in mainstream financial reports

→ See Autodesk Annual Reports

Integrate sustainable design capabilities into our products and services

→ See Sustainability-enabling solutions

Conduct responsible corporate engagement in climate change policy

→ Learn more

Engage our top suppliers to set GHG emissions reduction targets

Use an internal price on carbon

Neutralize our residual GHG emissions

→ See Autodesk's California AB1305 disclosure

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* 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.

‡ 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.

Accelerating progress

by putting a cost on carbon.

Autodesk Carbon Fund

The Autodesk Carbon Fund supports our efforts to mitigate climate change in ways that are measurable and additional by funding activities that:

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

In FY25, Autodesk refined our internal price on carbon to better reflect how we budget for our sustainability commitments and to increase transparency around the costs of decarbonization, renewable energy procurement, and neutralization of residual GHG emissions. By aligning the price with total expenditures from our Carbon Fund—which supports renewable electricity, sustainable aviation fuel (SAF), high-quality carbon offsets, and related activities—we established a rate of $33 per metric ton (up from $20 in FY24). We review our internal price on carbon annually to ensure it stays aligned with evolving costs and market fluctuations.

$5.1 million invested in FY25 in the Autodesk Carbon Fund in projects that align with the company's impact opportunity areas

We make investments from the Carbon Fund in two types of projects and initiatives: decarbonization and voluntary carbon markets.

Decarbonization

During FY25, we invested in the following initiatives to advance decarbonization at Autodesk:

- Expanded our efforts related to sustainable aviation fuels

→ See Business travel

- Completed the elimination of diesel cars in our global auto fleet
- Received Autodesk's first batch of renewable energy certificates (RECs), equaling approximately 6,000 MWh, through our vPPA with Liberty Solar, originating from the 100 MW solar farm in Houston, Texas
- Supported suppliers in setting science-based GHG emission reduction targets validated by or aligned with the SBTi

→ See Procurement

46,700 MWh of renewable electricity purchased in FY25 in line with RE100 commitment

We remain committed to sourcing 100% renewable electricity[4] in our operations. This year we focused our efforts on making additional contributions to renewable electricity.

All of our owned facilities generate renewable electricity on-site that meets a portion of their energy needs. In addition to sourcing 100% renewable electricity[5] for our workplaces in FY25 (as in FY22–FY24), we also purchased renewable energy certificates for the electricity consumption of employees working from home (as in FY23–FY24).

Voluntary carbon markets

We purchase carbon avoidance and removal credits to address residual GHG emissions that remain after making the previously mentioned investments, while also delivering positive outcomes in alignment with our broader impact opportunity areas. We recognize the concerns that some stakeholders have regarding the voluntary carbon market, related to monitoring, reporting, and verification of carbon reduction. We continue to strive for transparency as the sector evolves, and we uphold high integrity in aligning with industry standards while welcoming changes to improve on existing standards.

155,000 metric tons of CO_2e emissions were offset by climate finance provided to 20 projects during FY25

Frontier is a $1 billion private sector initiative focused on accelerating permanent carbon removal, which Autodesk joined in FY24. During FY25, the initiative announced that it facilitated a combined $80 million in offtake agreements related to innovative biomass carbon removal and storage projects at pulp and paper facilities and CO_2 removal through wastewater treatment processing.

→ Learn more

Tradewater implements high-value projects that permanently prevent the world's most potent greenhouse and ozone-depleting gases from releasing into the atmosphere. The organization is collaborating with the government of Thailand to provide a permanent end-of-life solution for old ozone-depleting refrigerant gases that were brought into the country illegally, then seized and stockpiled by the Customs Department over a decade ago.

→ Learn more

Ejido San Diego de Tezains focuses on restoration and augmentation of carbon storage in Mexican communal forests. This project, in the state of Durango, mitigates forest exploitation by restoring areas impacted by severe erosion or those affected by disease, fire, and pests. It also protects and prevents damage by fires, grazing, and illegal use of forest resources.

Our carbon footprint[6]

Procurement

We strive to embed sustainability into our purchasing practices, from our events and IT equipment vendors to office supplies. Since FY21, we have partnered with CDP to engage our suppliers, enhance collaboration and disclosure, and collect GHG emissions data. In FY25, we received responses from 230 suppliers (response rate up 37% from FY24).

Our Responsible Sourcing program uses internal data analytics to identify target suppliers to include in our supplier engagement program. These suppliers vary significantly in the maturity of their sustainability programs, and we are committed to helping them to decarbonize in alignment with our goals. While we expect supplier-related GHG emissions to fluctuate as we advance these efforts, we strive to provide suppliers the needed resources and training to continually improve.

Through FY25, 71 of our suppliers (representing 20.6% of our supply chain GHG emissions) set science-based GHG emissions reduction targets validated by the SBTi. A further 23 suppliers (representing 6.2% of our supply chain GHG emissions) have formally committed to setting science-based GHG emissions reduction targets, and we are working with suppliers to increase this number significantly during the coming years.

Business travel

We continue to explore ways to reduce business travel–related GHG emissions by promoting optional digital experiences, educating employees on sustainable travel practices, and working with sustainable travel partners including hoteliers, ground transportation, and air carrier suppliers. We also incorporate sustainability expectations into our standard meeting contracts. In FY25, we continued our commitment to purchasing sustainable aviation fuel through our partnerships with the United Airlines EcoSkies Alliance, Alaska Airlines, Delta Airlines, the Lufthansa Group, and Virgin Atlantic Airways. While our GHG emissions from business travel increased by 17% in FY25 compared to FY24, we doubled our procurement of SAF during that period.

> We completed the elimination of diesel vehicles in our global auto fleet in FY25.

Regarding ground travel, we continued to decrease emissions in our fleet operations by eliminating all remaining diesel vehicles in Europe and switching to hybrid and electric vehicles. During the year, our hotel-related GHG emissions decreased by 54% due to calculation methodology improvements and specific data provided by hotel partners. In addition, we refreshed our internal green travel guide, which provides actionable insights for employees to reduce the carbon footprint of their travel bookings.
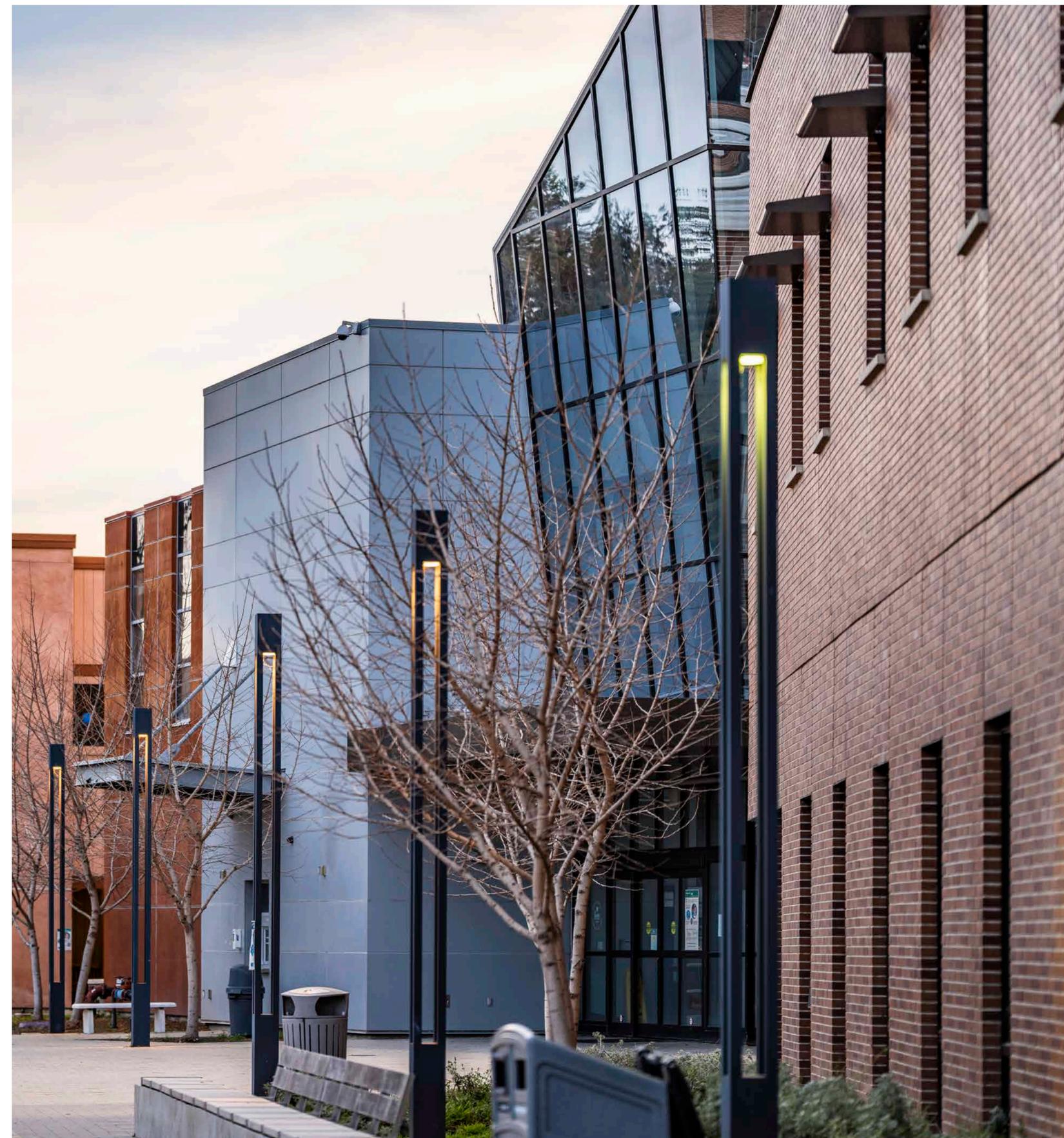
Major conferences

Autodesk University (our annual customer conference), One Team Conference (our annual go-to-market summit), and TechX (our internal Autodesk technology community conference) are all achieving net carbon neutrality by offsetting emissions and ensuring renewable energy is sourced using renewable energy certificates. This includes the event venue emissions, employee attendee air travel, and GHG emissions related to virtual participation.[7] We achieve this by providing virtual attendance options, engaging with venues and vendors to reduce waste, and purchasing renewable electricity and carbon credits. In FY25, these conferences were all held in person and virtually.

To help reduce transportation-related emissions at Autodesk University 2024, we offered a shuttle service connecting event hotels and the venue. Additionally, 58% of booked hotel rooms were located within a 0.5-mile walking distance, minimizing the need for ground transportation. For meals, we limited menu options with higher climate impacts and partnered with vendors to prioritize sustainable choices for event space and exhibit construction. Leftover food and materials were donated to local organizations. To raise awareness about these sustainability efforts, we shared information with attendees through an FAQ. We also engaged on-site staff to better understand the conference center's renewable energy practices and explored opportunities for improving waste diversion.

Employee commuting and remote work

To account for the impact of remote workers, in FY25 we again included GHG emissions associated with home office energy consumption in our footprint (as a part of the employee commuting category based on the GHG Protocol).[8] In FY24, we conducted a commuting survey to update our understanding of employee commuting and collect primary data on employees' home energy usage. We used the findings from that survey to calculate GHG emissions related to employee commuting and remote workers in FY25. These results also helped us identify employees in the San Francisco Bay Area who are good candidates for solar panel installation at their homes through our collaboration with the service provider SunShares.

Workplaces

We assess operating practices related to energy use and other environmental impact areas across our facilities, and work to continually make improvements. To inform these efforts and identify possible enhancements, we undergo external energy audits at select high-energy use locations. Due to workplace closures and increased work from home, GHG emissions in this category were 18% lower than in FY24. Our offices have sourced 100% renewable electricity[9] since FY16.

Waste reduction is another area of focus for our workplaces. At our San Francisco, California, headquarters, we launched a pilot in partnership with a food rescue provider to reduce food waste and help address food insecurity by donating surplus food from office lunches to a shelter for unhoused adults in the Bay Area. We also manage used hardware responsibly through our global IT Asset Disposition (ITAD) program. During FY25, we refurbished more than 3,300 IT assets for reuse and recycled over 3,700 for material recovery, helping to avoid about 780 tonnes of CO_2e emissions. We will continue to ensure our ITAD vendor meets our compliance standards.

Cloud and data centers

Since 2019, Autodesk has continued to shift data centers from our co-located facilities to cloud infrastructure providers, increasing efficiency due to higher infrastructure capacity utilization. We include related GHG emissions in our carbon footprint. We also strive to minimize data center energy use through server virtualization and selection of efficient equipment that meets respected industry standards and by streamlining our code. In FY25, we freed up 386 rack units and decommissioned 201 devices globally, which contributed to decreasing our co-located data center energy use by approximately 9% and reducing associated location-based GHG emissions by 5%. Key efforts included storage upgrades, retirement of outdated hardware, and network consolidation, saving space and power while maintaining capacity. In addition, we source 100% renewable electricity[10] for our data centers and cloud electricity consumption, and we purchase carbon credits to achieve net neutrality for the non-electricity GHG emissions associated with our data centers and cloud services.

155,000
metric tons CO_2e*
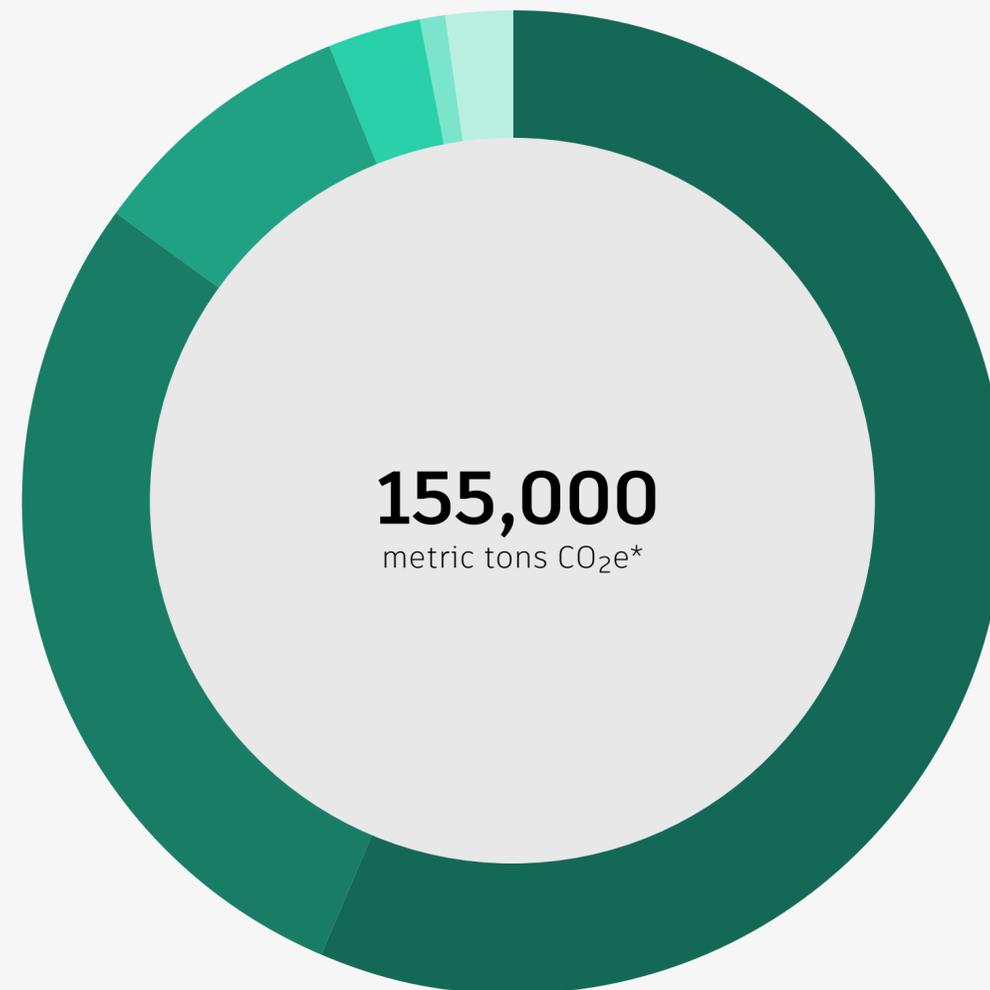
Autodesk total GHG emissions (market-based) in FY25

- **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%).
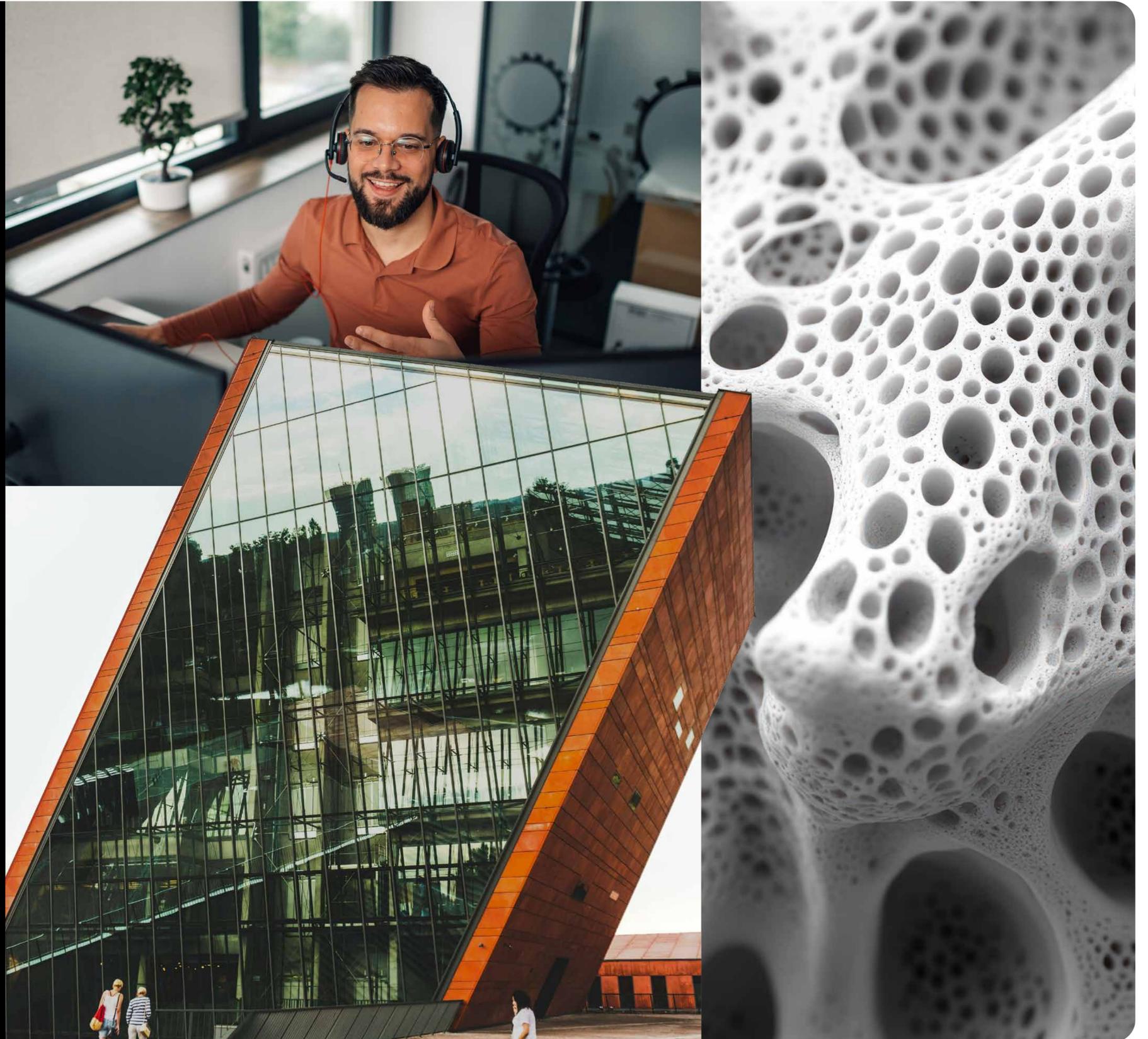
Health & Resilience

Resilience and well-being

Autodesk supports our employees to adapt, grow, and bounce back from disruption or change. Beyond simply offering a place to work, we continually cultivate a workplace where all employees can realize their potential. As a company leading change, we create opportunities for people to thrive.

Autodesk is committed to supporting the resilience and well-being of our employees.

Organizational and community resilience

At Autodesk, building resilience is not just about the individual. Flexibility on how work gets done and work-life balance contribute to building organizational resilience as well.

> Autodesk builds and supports organizational and personal resilience with a broad range of programs and initiatives.

Flexibility on how work gets done

Flex Forward: Through the Flex Forward program, we reimagine how we collaborate, innovate, and shape inclusive team norms in a hybrid-first environment. We have created a set of tools to support managers and their teams to do their best work with a focus on belonging and well-being.

→ Learn more

Focus Fridays and Smart Sundays: This companywide initiative reserves Friday afternoons from noon until the end of the day (local time) as a no-meeting block. In Israel, Jordan, and Saudi Arabia, the focused work block takes place on Sunday afternoons and is called Smart Sundays.

This no-meeting time supports and encourages employees to boost productivity and experience some relief from meeting fatigue.

Work-life balance

Autodays: In addition to each country's annual time off package, we provided up to six one-time, paid Autodays in 2024 for well-deserved breaks to support meaningful ways to disconnect and rejuvenate. For example, in the United States, the Autodays included the period from December 23 through New Year's Day.

Digital Life Insights: To help Autodesk employees understand their work patterns—including in areas such as meeting length and structure, collaboration partners, and tool usage—we offer Digital Life Insights. Employees in the Americas and Asia Pacific regions can use this internal product to discover personalized resources that help them plan workdays, set meeting goals, avoid burnout, and understand their collaboration patterns over the year.

Benefits and personal resilience

Our Benefits program, a key part of our Total Rewards package, helps Autodesk attract, develop, and retain high-performing employees. The benefits we provide are comprehensive and flexible enough to support our employees through various stages of their time at Autodesk.

Through these offerings, employees are better equipped to adapt, thrive, and help our customers solve critical global challenges.

Benefits My Way

We offer a variety of benefits to help meet our employees' diverse needs. Our Benefits My Way wellness reimbursement program provides our employees increased flexibility to support their physical, emotional, financial, and sustainable wellness. Employees can receive reimbursements that support their well-being across a broad range of eligible items and activities. For example, employees in the United States receive up to $1,000 per year in reimbursements (amount varies by country).

The following categories each include a long list of eligible items, such as:

Physical – Gym and sports club membership fees, activity trackers, camping equipment, activity/sports equipment, and fitness trainers

Emotional – Arts and crafts supplies, hobby classes, massages, music instruments and lessons, relationship workshops, sleep assistance equipment and programs, and yoga classes

Financial – Pet care, childcare services, elder care services for family members, financial advice, planning, and seminars/classes, legal services, and student loan repayment

Sustainable – Electric vehicles, solar products, recycling, composting, and other items to support a greener lifestyle

Supporting neurodiverse family members and colleagues

Neurodiversity includes invisible differences in the ways we think and behave, such as differences in speech and action or a diagnosed challenge such as ADHD or autism spectrum disorder. In collaboration with our MIND (Mental Inclusion, Neurodivergence, and Disability) ERG, we offer RethinkCare. This third-party solution provides Autodesk employees and family members access to parenting expert consultations, workplace neurodiversity expert consultations, and the RethinkCare platform and mobile app (which includes thousands of training courses and other resources in this area).

→ Learn more

Parentaly

In FY25, we implemented the Parentaly program globally to help our expecting employees prepare for—and return from—parental leave. The program, which is no cost to employees, provides career coaching sessions as well as online toolkits that employees can use to plan for their time away and successfully re-onboard when they return. Parentaly also provides quarterly training opportunities and online resources for people managers and all employees who want to gain a better understanding of how to support expecting employees and their teams throughout the leave journey.

Cleo

The Cleo family benefit program helps parents and caregivers improve the health and well-being of their families while also taking care of themselves. Expanded globally in FY25, the program provides resources in areas such as family planning; expecting a newborn; raising babies, toddlers, or teens; navigating menopause; or caring for an adult loved one. Cleo supports employees' unique needs through one-on-one support and curated content—all at no cost to employees.

Employee well-being

Autodesk's Modern Health benefits program provides our employees and their families with counseling services, as well as online access to well-being and self-care resources for additional support when needed. These resources cover a broad range of areas, such as:

Life issues – Stress management, relationships, health and well-being, and work-life balance

Financial services – Budgeting, buying a home, managing credit, and saving

Family issues – Parenting and childcare support consultation services

Work matters – Career development, coaching, coworker relationships, and job stress

Legal services – Identifying attorneys

While benefits vary by country, see additional detail about benefits available to US employees, including health and wellness, financial, time away (including parental leave), everyday living, and more.
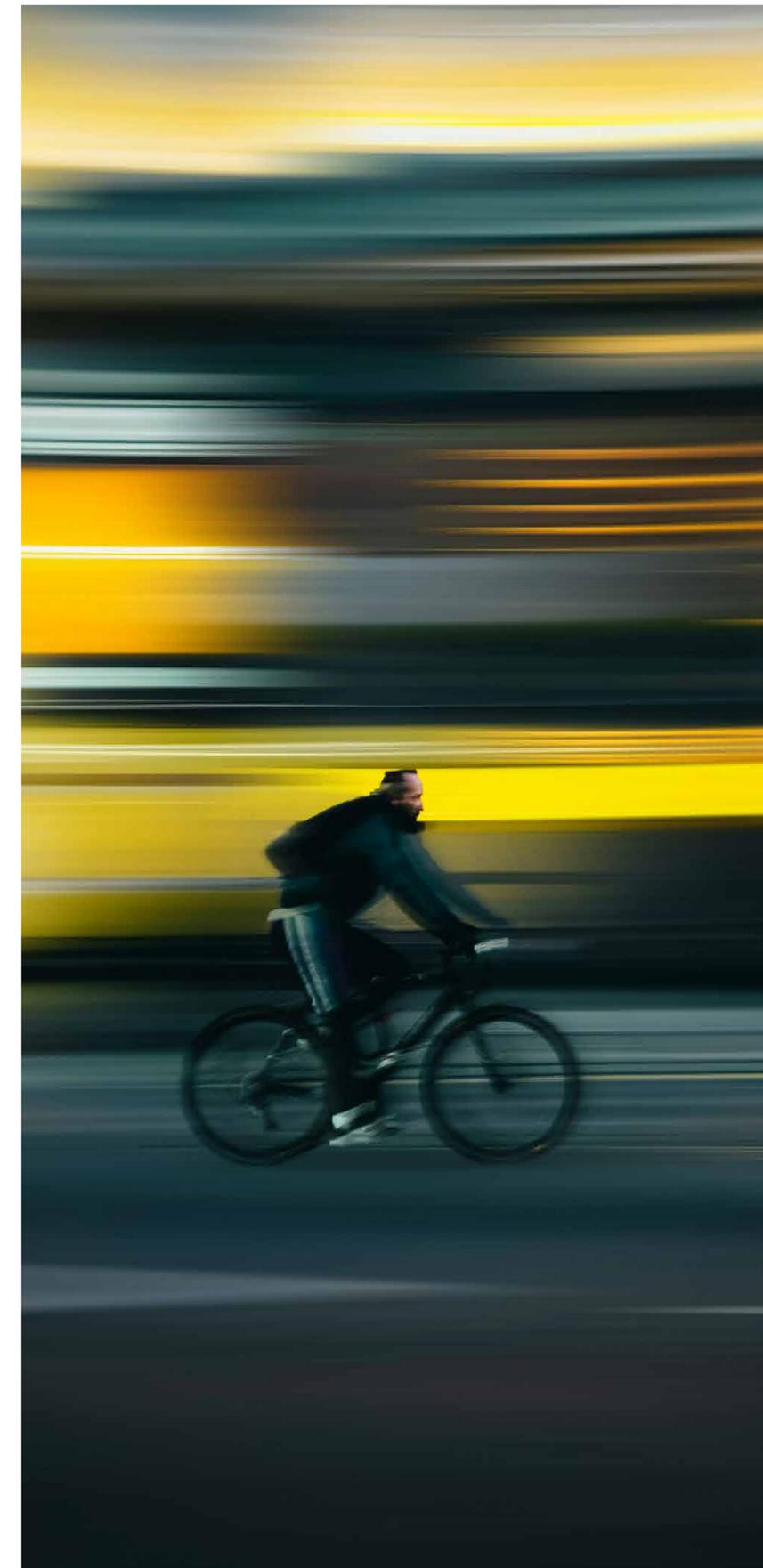
Employee health and safety

At Autodesk, we work to maintain a safe and healthy environment. We help our employees work safely and productively through participation in programs that mitigate occupational safety risks in our workplaces. All company sites have emergency response guidance, and many also have safety committees and emergency response teams to help keep our employees safe.

During FY25, we further refined our approach to health and safety training, based on an assessment of job classifications as well as relevant Autodesk and governmental training requirements. We confirmed that the training we deliver matches the needs of employees' roles and, to provide more tailored information, we increased the amount of training that we deliver in-house.

Autodesk offers flexible workspaces that are intentionally designed not only for collaboration but to be ergonomic. To mitigate ergonomic risk in the office setting or at home, we offer an online ergonomic self-assessment and safety training program that tracks personal ergonomic risks identified by employees and suggests alternative work habits to potentially resolve those issues. If issues persist, certified ergonomists are available worldwide to provide further evaluations, conduct training, and recommend corrective measures, including work habit changes and, in some cases, workstation modifications. In some locations, during FY25 our certified ergonomist held office hours (both in-person and virtual) for product demonstration and stretching lessons. We also provide tailored ergonomic guidance for employees in home-based settings and offer them buying guides and input regarding the most appropriate available solutions.

Autodesk's in-person emergency response team program conducts drills and offers support to offices and employees worldwide. Every company location globally with at least 50 employees has an emergency response team on-site as well as an action plan that includes detailed guidance and protocols for a wide variety of safety- and security-related emergency situations. In the case of fires, flooding, and other emergencies, the local team sends alerts to employees in affected areas and offers evacuation and injury support.

During FY25, we developed several resources to help event organizers enhance health and safety for attendees and participants. These include event health and safety guidelines, an event risk assessment matrix, and a playbook that identifies types of entertainment and activities that are permitted at Autodesk sponsored meetings and events. Additionally, these resources provide guidance on requirements to safeguard and protect meeting and event attendees and participants from injuries, and Autodesk from damages, financial loss, and/or reputational harm.

The recordable injury/illness rate at Autodesk (including home-based work) equaled 0.13 in 2024. Our days away, restrictions, and transfers (DART) rate equaled 0.27 during the year.

FY25 IMPACT REPORT

OVERVIEW · **IMPROVE OUR OPERATIONS** · PARTNER WITH CUSTOMERS · TRANSFORM INDUSTRIES · OPERATE WITH INTEGRITY · APPENDIX · **22**

Work & Prosperity

FY25 IMPACT REPORT

OVERVIEW · **IMPROVE OUR OPERATIONS** · PARTNER WITH CUSTOMERS · TRANSFORM INDUSTRIES · OPERATE WITH INTEGRITY · APPENDIX · **23**
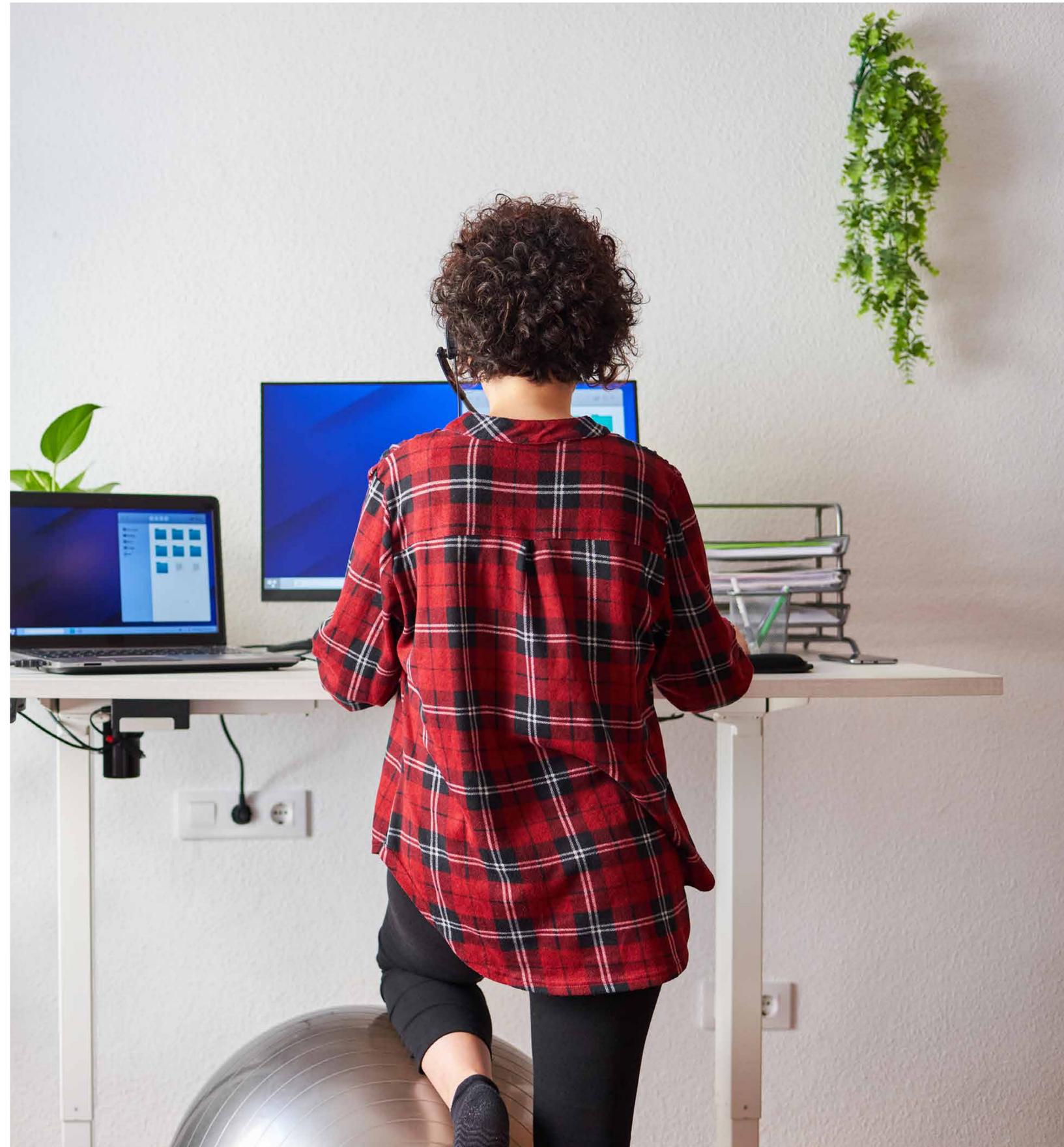
Global culture at Autodesk

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.
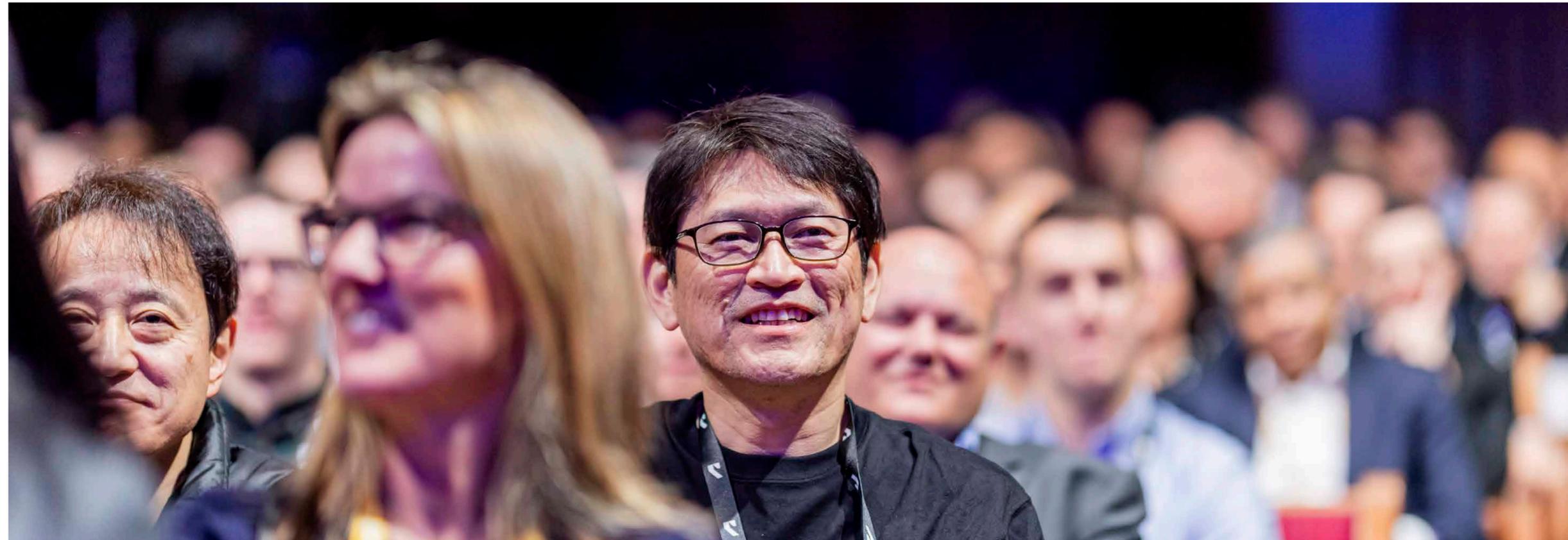
Key themes from our culture-related surveys

Put humans first

Commit to preserving and nurturing our spirit of humanity, inclusion, belonging, and optimism as we make the future.

Grow innovation

Increase emphasis on innovation and the elements that enable it.

Optimize decision making

Tackle obstacles related to decision making, risk aversion, fear of failure, and the development of effective feedback and candid dialogue skills.

Support One Autodesk collaboration

Foster a collaborative environment by avoiding silos and enhancing cross-functional teamwork.

Strengthen trust

Amplify and reinforce our commitment to building trust.

Drive high performance

Empower and support leadership to drive and inspire a high-performance culture focused on achieving best-in-class results and making a meaningful impact.

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.[11]

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.[12]

Employee engagement*

Year	Score
2024	83
2023	83
2022	82

* 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.
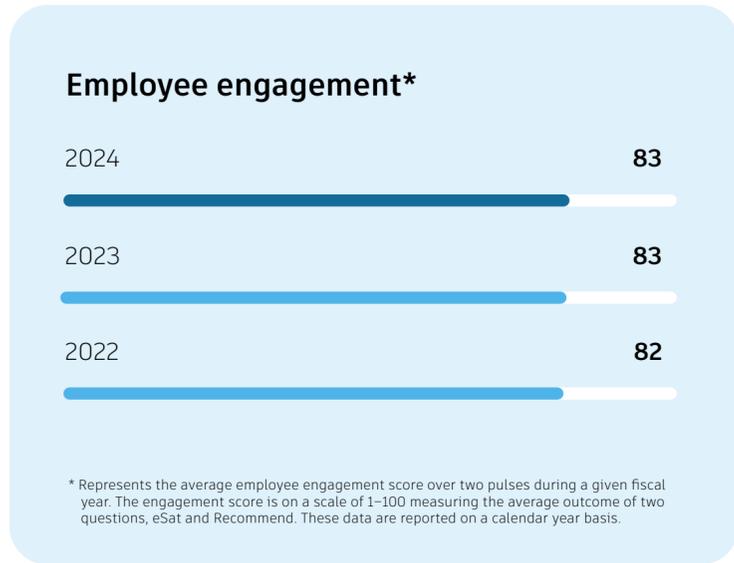
A global culture of belonging

Our culture, diversity, and belonging efforts are a strategic priority directly linked to high performance and unlocking human ingenuity. Our commitment to maintaining a global workforce is grounded in our values and how we work: being inclusive, respectful, and collaborative. Our culture seeks to enable Autodesk employees to do their best work, innovate, contribute to the success of our company, and prosper.

> "My favorite part of being at Autodesk is watching big goals that initially seem lofty come to life through the work of a team of highly talented individuals. It's great being part of teams where everyone contributes toward shared success."
>
> Ramya
> San Jose, California

> "As a professional communicator, no two days look the same—and that constant change creates nonstop opportunities to learn by doing. I've also grown through our team's strong coaching and feedback culture. Combine that with Autodesk's commitment to professional development, and it's clear: growth here isn't a bonus—it's built in."
>
> Phillip
> Brooklyn, New York

> "Autodesk culture allows me to take risks knowing I have a soft landing and to reframe failure as a learning opportunity."
>
> Elyse
> Chicago, Illinois

Leadership reflecting our global communities and markets

As a global company, it is essential that our leadership mirrors the diverse perspectives of our customers worldwide. Our Board of Directors and Executive Leadership team are seasoned and deeply experienced leaders who also embody a wide range of diversity.

Fostering a global mindset

A company's headquarters often has a larger proportion of global leadership roles, so we aim to create localized leadership by expanding the ratio of leaders to employees outside of the United States. This strategy provides varied leadership perspectives, situates leadership where employees are, and enhances career opportunities to attract and retain top talent in every country where we operate.

Honoring the local traditions and customs of Autodeskers around the world is central to our culture of global inclusion and belonging. Throughout FY25, we celebrated Days of Observance including Lunar New Year, Ramadan/Eid al-Fitr, Golden Week, Rosh Hashanah/Yom Kippur/Sukkot, Mid-Autumn Festival/Moon Festival, Dia de los Muertos, Diwali/Deepavali, and Kwanzaa. In some locations, these days are recognized as public holidays. To increase employee awareness about the significance, histories, and customs of these observances, we provide fact sheets on Autodesk's intranet. This information also helps managers understand the impact of these days on team members, fostering a global leadership mindset and considering the effects of these events on business initiatives.

A culture of inclusion in the hybrid workplace

Our Flex Forward program supports managers to lead in a hybrid workplace. This includes providing learning resources to equip people managers to strengthen trust and accountability within teams as we further develop the capability of managing in globally dispersed teams.

As part of our commitment to a hybrid-first work environment, we strive to ensure that our rituals and norms around gathering foster productivity, connection, and belonging. While most gatherings default to fully remote or hybrid, in-person gatherings remain essential to our culture and how we work.

Our Gathering Guidelines focus on in-person gathering, offering guidance and considerations to people managers, site leads, and employees regarding why and when to gather. We use these in combination with our Intentional Gathering resources to ensure our time together is meaningful, inclusive, and outcome focused.

Deepening insights into global workforce representation

In FY25, we launched We're Here, a voluntary self-identification program, in the United States, Canada, and select countries in our Asia Pacific region. The culturally informed program aims to expand our understanding of workforce representation and develop insight-driven strategies that support our people, culture, and communities around the world to thrive. The initiative fully complies with local regulations for each region and is grounded in three core principles: privacy, trust, and transparency. We're Here provides Autodeskers around the world the opportunity to voluntarily state how they identify and define themselves.

Employee Resource Groups

We proudly support nine ERGs, which are employee-driven and open to all employees. They play a pivotal role in scaling a sense of belonging across the company. These groups are formed based on various factors, including shared interests, backgrounds, unique identities, and professional experiences. Our culture promotes choice, allowing employees to engage and participate in ways that resonate with them—whether as allies or direct members of one or more groups. ERGs are one of the ways that we retain and engage our talented community of Autodesk employees, while contributing to a work environment that fosters learning and utilizes diverse perspectives and experiences to enrich how we all work together as One Autodesk.

Our ERGs include: Autodesk Asian Network, Autodesk Black Network, Autodesk Indigenous Network, Autodesk Latinx Network, Autodesk MIND Network, Autodesk PRIDE Network, Autodesk Women's Network, Autodesk Veterans Network, and Autodesk Young Professionals Network. Many events feature cross-collaboration between multiple ERGs, highlighting the multidimensional and intersectional nature of our employee population.

Throughout FY25, Autodesk's ERG program continually evolved to enhance and amplify its impact on our employee experience and our global business. As of January 2025, nearly 4,500 Autodesk employees (about 30% of the global total) belonged to at least one ERG. Many employees belong to multiple ERGs: as of January 2025, the combined membership of all ERGs exceeded 9,900.

Highlights in FY25 included:

Autodesk Asian Network expanded its global footprint during the year—from 9 to 14 chapters—with representation now in every geographic region. The ERG also partnered with Autodesk MIND Network to host a panel featuring speakers from the Asian Americans with Disabilities Initiative, addressing stigma and cultural barriers surrounding disabilities and neurodivergence within Asian communities.

> "For the first time in AAN's history, we extended a grant to a non-US organization. Allkin Singapore is a community-led social service agency supporting vulnerable individuals and families across all life stages. Its mission to uplift and empower the Asian community deeply aligns with AAN's own goal of building meaningful, community-centered partnerships."
>
> Ameesh
> Global Lead of Autodesk Asian Network

Autodesk MIND Network launched the MINDspace podcast to share stories and insights from members and allies regarding mental health, neurodivergence, and disability, and established four chapters in EMEA. To increase awareness, the ERG also honored Disability Employment Awareness Month, Autism and Neurodivergence Acceptance Month, World Mental Health Day, and Digital Accessibility Awareness Day. Membership increased by 40% during the year.

> "I was really proud of the TechX talk titled '(Neuro)Diversity Is a Competitive Advantage: How to Foster Different Minds.' This talk covered neurodiversity from candidacy through employment and the ways in which managers and team members could help support their colleagues, while also learning about some of the amazing skills that neurodiverse individuals bring to the workplace."
>
> Alexis
> Global Lead of Autodesk MIND Network

Autodesk Veterans Network held a military meetup at Autodesk University 2024 and conducted a top-rated speaker panel titled "Salute to Service: Why Veterans are a Perfect Fit for Every Industry." The ERG also hosted Zonnie Gorman, a Navajo code talkers historian, at a Veterans Day celebration in San Francisco.

> "Transitioning from military service to civilian life is a universal stressor for all veterans, their families, and allies. I've watched my fellow service members face challenges like underemployment, housing insecurity, and mental health issues. Serving veterans through AVN warms my heart. In FY25, AVN supported foundations like the Headstrong Project and Bastion, providing mental health access and housing resources to veterans and their families."
>
> Sarah
> Global Lead of Autodesk Veterans Network

Autodesk Young Professionals Network provided its members professional development opportunities and a supportive environment for mentoring and coaching, and encouraged career advancement through the Horizontal Career Moves initiative. Additionally, the Cross-Gen Exchange Program promoted cross-generational exchanges, and AI-focused meetups provided a safe space for knowledge sharing and networking with employees and customers.

> "A proud moment for me this year was seeing the tremendous interest and support for our cross-generational initiative. The backing from all generations highlighted Autodesk's culture of curiosity and eagerness to learn from diverse backgrounds, fostering a strong sense of community and belonging."
>
> Nikki
> Global Lead of Autodesk Young Professionals Network

A culture of belonging

builds resilient teams.

Attract and retain a globally diverse workforce

We all win when we attract, retain, and advance talented individuals. This requires a holistic, multifaceted approach.

→ See detailed employee workforce metrics in the Data summary.

Broadening talent pipelines

We believe there are markets for talent that remain untapped or underutilized, which drives our sourcing and networking efforts. We do this by widening our talent pipelines to attract and retain the most capable, skilled, and top-tier professionals from all backgrounds. This strategy strengthens our ability to meet and speak to an ever-expanding and diverse customer base—fueling our competitive edge, increasing customer trust, and driving sustainable growth and success in a dynamic global marketplace.

Investing in partnerships

We continue to expand our networks and investments in targeted professional and academic partnerships—as well as professional organizations around the globe—that provide greater access to wider pools of talent in key sectors such as technology. By utilizing our extensive portfolio of programs—scholarships, internships, sponsorship agreements, mentorship, and development—we can attract, nurture, and retain top-tier talent.

Inclusive growth and development

We offer all employees continuous career, leadership, and professional development opportunities as well as coaching, mentorship, sponsorship, and peer network-based experiences.

Autodesk Foundation's global approach

Global representation is core to the Autodesk Foundation's aim to catalyze solutions to climate change and inequality. The Autodesk Foundation invests in a worldwide 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. Through its work, the Autodesk Foundation is enhancing access to capital—and expanding the representation of proximate leadership across its portfolio.

→ Learn more about the Autodesk Foundation's efforts.

Pay at Autodesk

Autodesk is committed to equal pay for our employees. We regularly conduct pay analyses to review the alignment of pay levels across the organization. We have continued Fair Pay at Hire, which means that we do not ask candidates about their prior company compensation in the United States and in most countries.

We are transparent about our salary structures, bonus targets, and long-term incentive guidelines to ensure employees are clear on where they stand and to give employees insight on how those items compare to the external market. All employees are eligible for long-term incentives, delivered via stock grants or cash, depending on the country. To attract, retain, and support our highly qualified employees, we offer competitive compensation and benefits, which include an element of choice to meet the needs of our employee population globally.
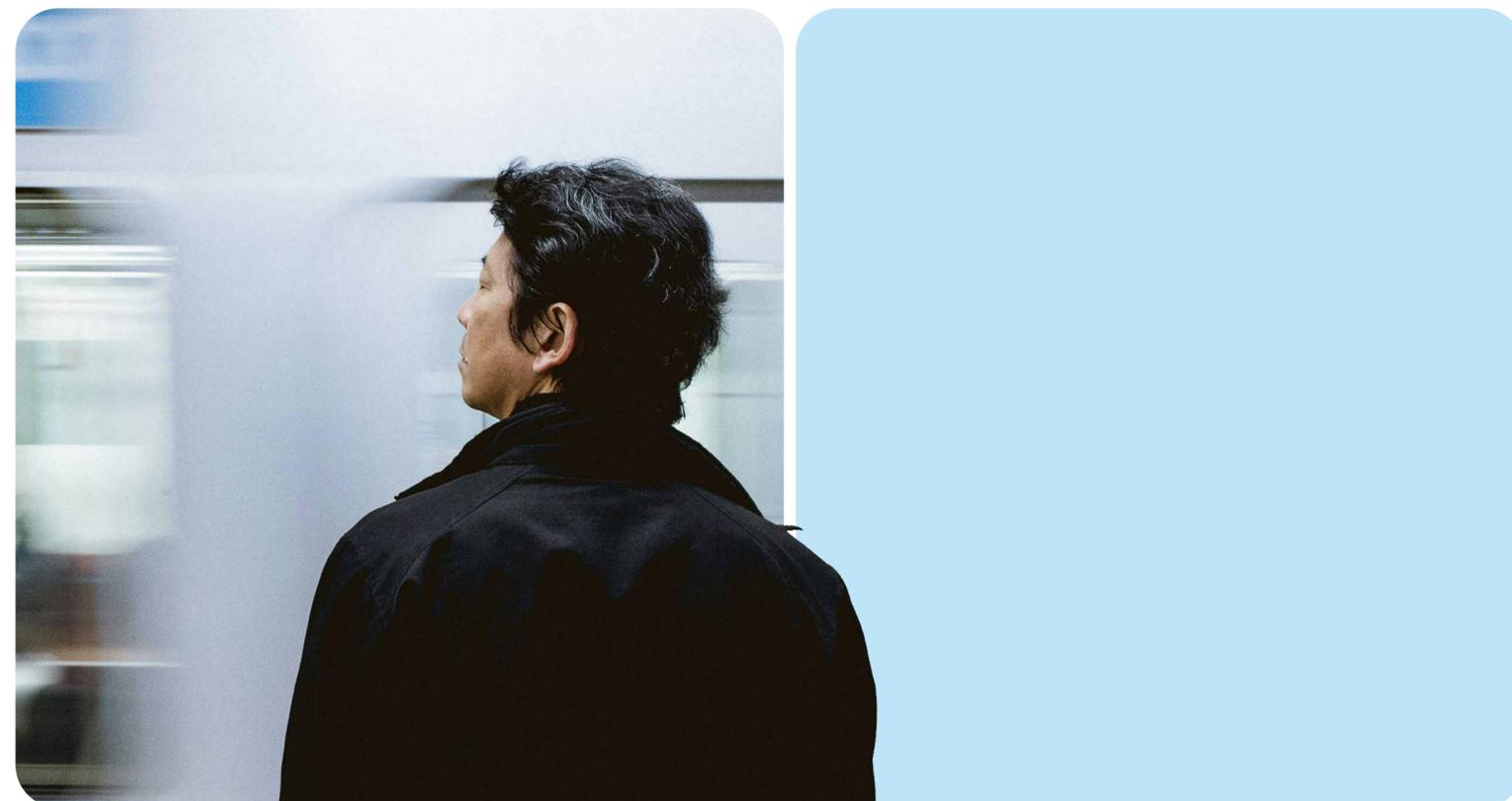
Embracing hybrid work

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

Through Flex Forward, our flexible work program, Autodesk aims to boost productivity, connection, and belonging, and foster a hybrid-first culture that serves our vision and mission while enabling us to access the untapped potential of a global and much more diverse talent pool. Our model is hybrid flexible, meaning that work arrangements should match the needs of the job, while providing as much personal flexibility and choice as possible. We believe that flexibility and choice drive engagement, increase productivity, and support a more inclusive environment for all employees. Additionally, we recognize the impact that customized work arrangements can have to support in-person connection and collaboration.

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.

Harnessing hybrid work

Flex Forward is designed to enable Autodeskers to be highly productive in the context of a hybrid world. Our approach must support effective collaboration and innovation, and that means that connection and belonging are more important than ever.

While embracing hybrid work, we also recognize the incomparable benefits of spending time together in person to build relationships, collaborate, and solve complex business problems. We have continued to construct spaces in our facilities that provide conference-like experiences for employees, to support high-quality time together, both planned and spontaneous. We will continue to invest in enabling meaningful, intentional, and purpose-driven gatherings.

Flex Forward philosophy

Our Flex Forward philosophy, which applies to all Autodesk employees, underpins our efforts in the area and helps us to reimagine how we collaborate, innovate, and shape inclusive team norms.

- **Flexibility is at the heart of Flex Forward.** We will maximize employee flexibility to work in ways that meet personal needs, while balancing functional job requirements and the need for team collaboration.

- **In-person time together is critical to how we operate.** Autodesk values rich in-office experiences to maintain our culture and enable in-person connections.

- **We embrace differences.** Implementation of Flex Forward may vary for different roles, teams, cultural norms, career stages, and individual needs, but the underlying framework and philosophy remains the same.

- **We maintain up-to-date offices.** We use these facilities to gather with intention and purpose.

- **Our ways of working are inclusive.** These reflect our values and our distributed workforce.

- **Hybrid is our default work arrangement.** It provides us the best of both worlds and can be customized to meet the differentiated needs of our employees and their roles.

- **Flexibility fosters innovation.** Supporting individual preferences through hybrid work encourages creative thinking and discovery.

- **Hybrid work enhances productivity.** Providing a range of ways for employees to work and connect improves collaboration and outcomes.

- **Managers bring flexible work to life.** They are empowered to make decisions on gatherings and workplace designations for their teams.
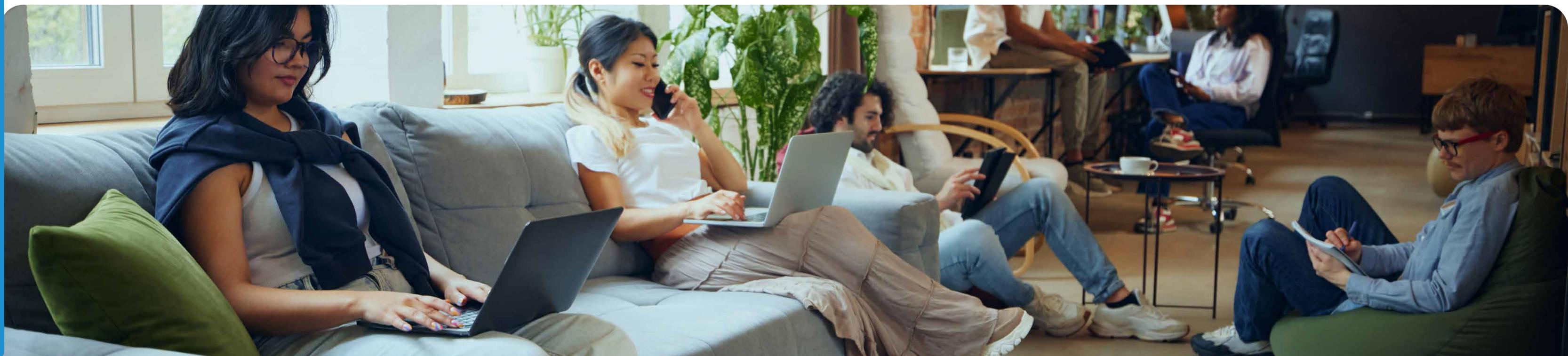
Learning and talent development

In response to economic, workforce, and technology disruptions, Autodesk is focused on ensuring our team members have the skills they need, when they need them. We invest continually in the development of our global employee base at every level of the organization, including individual contributors, managers, directors, and executives.

Our second Career Development Month celebrated our continued commitment to learning and development at Autodesk with a primary focus on individual contributors. Virtual and on-site events provided expert insights from speaker presentations, as well as additional support building individual development plans. The FY25 event was an even larger success than the first one, with more than 6,000 attendees—almost half of the company—participating in live events globally.

In addition to delivering learning and development experiences in FY25, we conducted a priority skills study that informed significant adjustments to our catalog of courses offered moving forward. We closed the year by interviewing leaders across the company as part of an AI and Machine Learning needs assessment. The team will actively use the insights from the report to build high-priority skills.

Instructor-led classes

Autodesk offers employees high-impact instructor-led classes that cover essential skills, as well as other career development learning opportunities. For example, in FY25 Autodesk delivered three new classes to support the continued development of people managers and individual contributors: Fearless Innovation, Leading in the Hybrid Workplace, and Conversational Capacity (for challenging and influential business conversations). During FY25, more than 1,500 employees participated in 109 instructor-led classes in areas such as communication skills, negotiation, leadership, and hiring.

Digital learning

To help employees upskill and navigate their individual development, the MyLearning digital platform connects users to the world's largest collection of professional learning content from both inside and outside Autodesk. During FY25, more than 11,500 Autodeskers benefited from resources provided by LinkedIn Learning, Harvard Business Publishing, and other sources, with learners completing an average of 22 modules throughout the year. To meet the growing interest in AI, Autodesk also provided access to three digital learning platforms with deep technical content: O'Reilly, Pluralsight, and LinkedIn.

To further develop relevant skills and customize those skills to unique business requirements, we continued to build a community of learning champions across Autodesk. More than 110 employees with unique domain expertise and a passion for curating learning experiences published over 150 new learning pathways in FY25. Most of these cover specialized or emerging skills, enabling employees to stay current in their industry.

Coaching

Autodesk offered three complementary coaching programs during FY25 to provide employees comprehensive support based on various needs. Through Bravely, we offered all employees shorter-term, on-demand, and free coaching, to support them in challenging career moments. We also offered two six-month transformational coaching experiences through BetterUp: one for individual contributors and managers and another for our most senior leaders.

These programs support employees who are navigating the demands of work and personal life, or who want to develop key leadership skills through goal-oriented engagements with a certified coach. During FY25, about 1,500 employees participated in our coaching offerings and completed over 8,000 sessions.
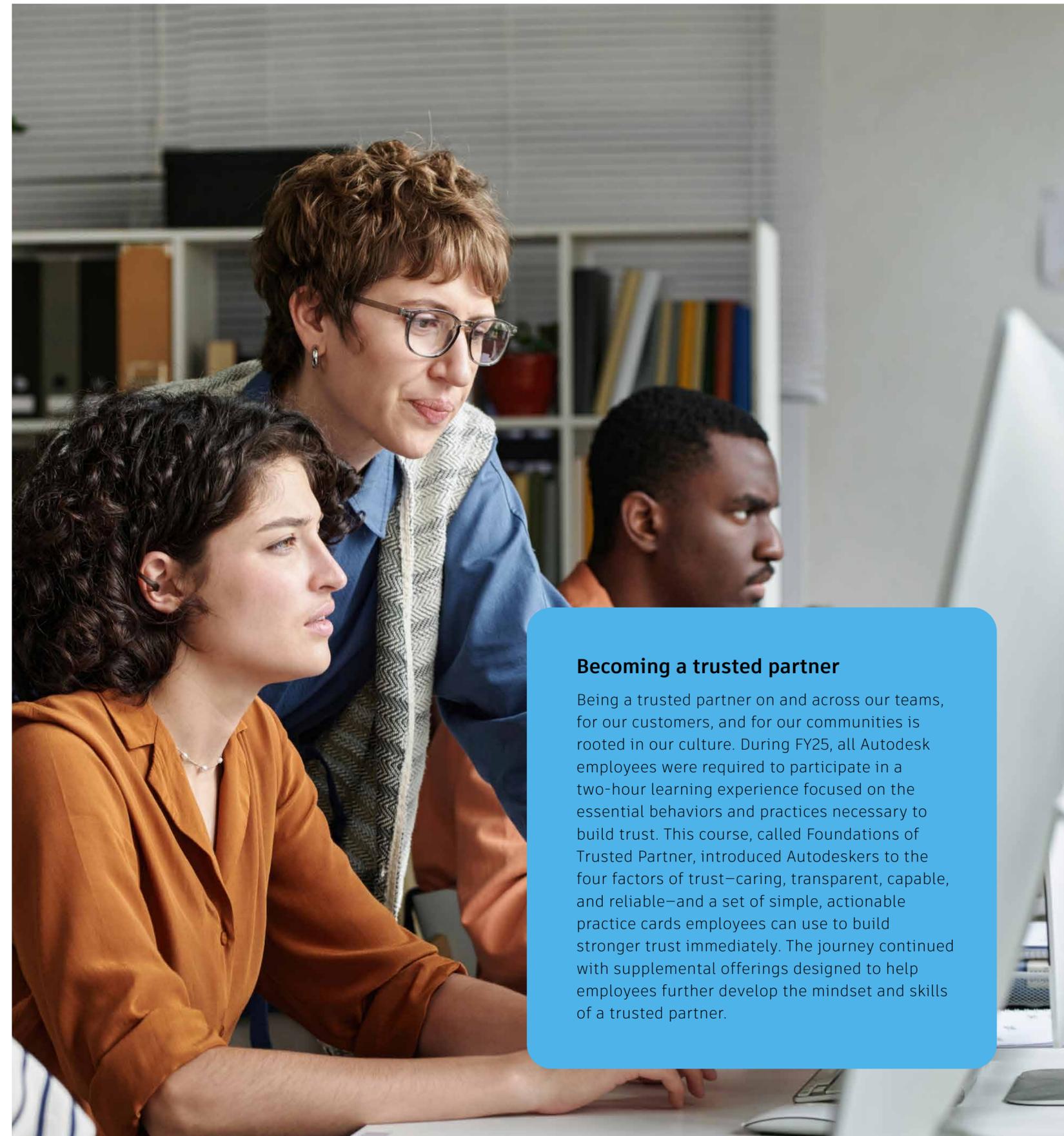
Becoming a trusted partner

Being a trusted partner on and across our teams, for our customers, and for our communities is rooted in our culture. During FY25, all Autodesk employees were required to participate in a two-hour learning experience focused on the essential behaviors and practices necessary to build trust. This course, called Foundations of Trusted Partner, introduced Autodeskers to the four factors of trust—caring, transparent, capable, and reliable—and a set of simple, actionable practice cards employees can use to build stronger trust immediately. The journey continued with supplemental offerings designed to help employees further develop the mindset and skills of a trusted partner.

Mentorship

At Autodesk, mentorship is integrated into the larger career development journey, manager development, and ERG programming. All employees can participate in the Autodesk Mentorship Program as mentors, mentees, or both. The employee-driven program breaks down typical barriers to mentoring, helping Autodeskers meet and learn from colleagues around the world, giving people the space and resources they need to take ownership of their development and build their network as best suited for their careers. During FY25, the program grew to about 3,800 users. Our group mentorship program grew 30% during the year, reaching almost 1,300 participants.

Leadership development

Throughout FY25, we further refined our leadership model to focus on future-facing leadership competencies, including Building Trust, which are embedded in our talent identification and development processes. Over 1,300 leaders globally engaged in Trusted Partner Intentions, a three-hour workshop designed for leaders seeking to craft a personalized Leadership Trust Intention to guide their actions and interactions as leaders.

190 managers participated in Manager Essentials cohorts across all geographies worldwide in FY25

Manager Essentials, a customized, multi-month, cohort-based learning journey, provides new managers and those new to management at Autodesk the essential skills to be effective people leaders. The program features on-demand learning, personalized immersive simulation practice, and group mentorship circles led by director level and above leaders. In FY25, we offered three cohorts with over 190 managers participating, across all geographies worldwide.

Hiring Essentials is a program for hiring managers, interview panelists, and recruiters to learn about our hiring principles, best practices, interview processes, and overall approach to driving consistent and inclusive global hiring. This program includes scaled, always-on learning modules and culminates in an immersive simulation practice session. During FY25, over 200 managers participated.

11,500+ Autodeskers benefited from resources provided by LinkedIn Learning, Harvard Business Publishing, and other sources during FY25

Employee impact at work

Our employees bring Autodesk's vision of a better world to life. Whether volunteering time and skills with nonprofit partners and local communities, integrating sustainability features into our tools, or helping our customers achieve better outcomes, Autodesk employees are key to accelerating progress against our impact strategy. Autodesk employees have remarkably wide-ranging skills, interests, and backgrounds, so we offer multiple pathways for employees to make an impact at work.

Employee volunteering

From the first day on the job, Autodesk full-time employees are given 48 paid hours a year to volunteer for causes most important to them (part-time employees receive 24 paid hours a year).

During our annual Global Month of Impact in May 2024, more than 1,900 employees from 42 countries globally participated in 37 events. Employees gathered in person to create grocery boxes at a food bank, pick up trash at local parks, raise awareness about mental health issues, volunteer at a dog shelter, and other activities.

1,900+ employees globally participated in one of 37 virtual or in-person events during our annual Employee Global Month of Impact in May 2024

Employees also joined events virtually, for example volunteering their time with Engineers Without Borders to conduct research on various climate change–related indicators such as temperature, rainfall, and solar irradiance. A Pro Bono Consulting team of Autodesk employees used these inputs to develop an interactive GIS map that Engineers Without Borders can use to inform country- and region-level project planning and support the building of resilient infrastructure.

In addition, our Impact Champion network hosted global volunteer events throughout the year to amplify Autodesk's brand and help volunteers make a meaningful impact in their communities.

We saw incredible employee impact in India this year with 10 events leading to over 1,500 volunteer hours. Our facilities in Bengaluru and Pune both organized recurring local park cleanups to remove trash, clean waterways, and plant native trees in collaboration with Eco-Watch, a local NGO focused on activating students and citizens in environmental stewardship. The Bengaluru office has also established an ongoing partnership with a nearby school. Through this initiative, our employees have donated supplies and painted a school building.

→ Learn more

FY25 highlights

32%
of employees logged a donation and/or volunteer time

30,400
employee volunteer hours, including 2,510 Pro Bono Consulting volunteer hours

$2.6 million
in employee giving

"I'm proud to personally donate and volunteer my time to Schizo? … Oui!, and even prouder that Autodesk supports me each year through its employee matching program. Together, we're making a tangible difference!"

Maria
Paris, France

Image courtesy of Devendra Vyavahare

Pro Bono Consulting

Employees also contributed Pro Bono Consulting volunteer hours during the year. We invite Autodesk employees to volunteer and apply their expertise—ranging from engineering and design to marketing and communications—in support of nonprofits and social enterprise start-ups addressing challenges. This can involve 1:1 Pro Bono Consulting (online hour-long volunteer consulting engagements) and Pro Bono Team Projects (teams of three to five employees volunteering their skills for one to three hours a week over 12 weeks).

During FY25, 118 employees participated in this program. Many of the 65 Pro Bono Consulting projects during the year supported members of the Autodesk Foundation portfolio.

Autodesk legal pro bono program

Autodesk's Legal, Government Affairs, and Public Policy (LGAPP) department hosts a custom pro bono program with the mission to help marginalized communities receive equal access to justice. In FY25, Autodesk signed on to the Corporate Pro Bono Challenge committing to encourage at least 50% of the department to participate in pro bono activities on a yearly basis. Our LGAPP team met the challenge during the year, as more than half of department members engaged in pro bono projects, for a total of over 250 hours.

Employee giving

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

In times of crises, the Foundation offers accelerated 2:1 match campaigns. In FY25, this included campaigns to help victims of the war in Israel and Gaza, Hurricanes Helene and Milton (affecting the southeastern United States), and the Los Angeles, California, fires of early 2025.

Image courtesy of Generation You Employed

Generation You Employed

Generation You Employed is a global nonprofit that helps adults achieve economic mobility through employment in technology, health care, and green jobs. The organization grew from serving 50 people in 2019 to over 20,000 across 17 countries in 2024. To scale impact, Generation needs insights from its user groups to inform enhancements to the Learning Management System. To support this, a Pro Bono team of Autodesk employees delivered research plans, discussion guides, and best practice resources. They also helped Generation develop a usability study to understand how virtual learners track progress and supported outreach to prospective testers. Generation used this input to launch usability testing in 2024 and plans to extend the initiative.

→ Learn more

Image courtesy of Delta40

Delta40

Delta40, a pan-African venture studio focused on climate ventures, aimed to revolutionize its new hire experience by centralizing resources, streamlining onboarding, and fostering early engagement. To assist, a Pro Bono Consulting team of Autodesk employees with expertise in human resources worked with Delta40 to develop prehire guides and comprehensive first day guides, and standardized office operation protocols. This work could shorten the new hire onboarding process from a week or more to just two days, contributing to a positive start for new employees.

→ Learn more

Image courtesy of Vartega

Vartega

Vartega, a recycling technology company with a focus on low-cost, recycled carbon fiber, requested assistance evaluating carbon fiber filled polypropylene as a cost-effective and environmentally friendly alternative to the industry-standard glass fiber filled nylon 66, used in automotive manufacturing. A Pro Bono Consulting team of Autodesk employees, experts in Moldflow, provided simulation data, demonstrating that the polypropylene can be reliably processed under a broader range of conditions. They also conducted a structural analysis using Autodesk Inventor, comparing force applications between polypropylene and nylon.

→ Learn more

Autodesk technical community

As a technology company, our technical employees play a pivotal role in driving impact. We offer incentives to engage their critical and emerging skills, and we encourage innovative thinking that motivates and effects positive change in the world.

As part of TechX, our annual technical summit, we give a Better World Builder Award—selected from nominees across the company—for outsized contributions helping our customers design and make a better world using Autodesk technology. At TechX 2024 in Las Vegas, United States, the award went to an Autodesk product management engineer who contributed his expertise and team leadership to delivering a new machine learning–based flood simulation tool, Interactive Deluge, to our customers. As climate change exacerbates conditions, tools like this will become increasingly critical to climate change adaptation and resiliency.

The Autodesk Patent Program also incentivizes creative thinking and sustainable innovation. Through this initiative, employees who have new patents granted are given bonuses of up to $4,000.

Autodesk customer-facing teams

Autodesk delivers enablement resources and engagement programs to help marketing, sales, and customer success teams use sustainability as a growth driver with customers. Initiatives aim to empower customer-facing teams to communicate the opportunity for customers to address their sustainability goals with Autodesk solutions.

In FY25, we launched the Autodesk Impact Knowledge base to help employees deepen their understanding of Autodesk's sustainability approach: how we operate as a business, enable sustainable outcomes through our technology, and work with customers and industries to drive positive change. We've since trained a large language model on the content and introduced SustainabilityGPT to give employees intuitive access to resources to effectively engage Autodesk's customers in sustainability.

Our Sustainability GOAL program equips our customer-facing employees with information, resources, and skills to support customers on their sustainability journeys. Employees can earn digital badges across four program levels—Guest, Official, Ambassador, and Leader—by demonstrating an advanced understanding of and ability to engage customers in sustainability. The program has over 300 members.

In FY25, collaborators from the GOAL program, the Global Solutions team, and the Impact team delivered targeted enablement resources for specific industries and geographies, especially in the Europe, Middle East, and Africa region where the demand for sustainability solutions is growing to meet evolving regulatory needs.

The Autodesk Making the Future sales incentive program rewards our account teams for partnering with customers to achieve outcomes aligned with the United Nations Sustainable Development Goals. Winners in FY25 spanned account sizes and industries, and the contract value of deals submitted with sustainability outcomes increased by 22% compared with FY24.

Our global workforce brings Autodesk's vision of
a better world to life.
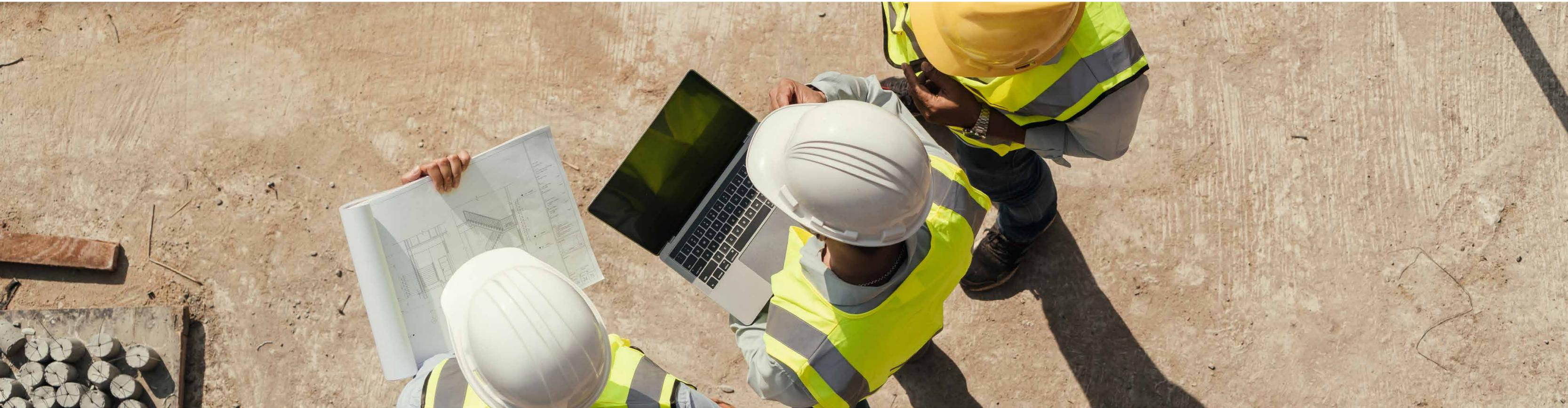
Partner with customers

Autodesk customers design and make the world around us—and they have an outsized opportunity to drive positive impact. We equip them with the technology and insights they need to make better decisions by connecting data across teams and workflows through our industry cloud platforms—accelerating sustainable outcomes.

→   Spotlight: *2025 State of Design & Make* report

→   Spotlight: AI for a better world

→   Architecture, Engineering, Construction & Operations

→   Design & Manufacturing

→   Media & Entertainment

→   Education

Spotlight: *2025 State of Design & Make* report

Autodesk conducts global studies of industry futurists and experts across Design and Make industries and synthesizes those insights into the *State of Design & Make* reports. This year, 5,594 leaders across architecture, engineering, construction, and operations (AECO); design and manufacturing (D&M); and media and entertainment (M&E) were surveyed and interviewed. Several core themes surfaced.

Cost control is a top global challenge

Those surveyed reported confronting headwinds, from increased geopolitical uncertainty to talent gaps and implementing emerging technologies like AI. In the wake of a year of economic turmoil, continued inflation, and supply chain fragility, it is not surprising that cost control is top of mind for leaders in Design and Make industries, with 33% citing it as their main business challenge.[1]

Global uncertainty is testing confidence, leaving many organizations feeling unprepared. Yet, business leaders in Design and Make industries are still identifying areas of opportunity amid disruption.

Sustainability experiences a surge of optimism

Nearly all leaders say their organizations are taking steps to be more sustainable. Sustainability also continues to be a key differentiator in talent acquisition.

This year AI solidified its place as the top sustainability enabler for Design and Make organizations, with applications from natural disaster mitigation to project lifecycle management. Companies embracing digital transformation are seeing the benefits—more than 50% report gains in innovation, productivity, and efficiency.[2]

Sustainability action remains a priority regardless of external pressure

Leaders are changing their perspective on sustainability compared to last year, seeing it not as a regulatory burden but as a driver of business performance. The influence of external stakeholders—customers, employees, investors, and policymakers—declined across all groups.[3] While the influence of stakeholder groups is down, sustainability efforts remain steady, with 95% of leaders reporting their organizations are making changes to be more sustainable.[4] This suggests that organizations are starting to take the reins on sustainability initiatives rather than allowing external influences to guide decisions.

Technology, a sustainability enabler

Digitally mature companies are at an advantage when it comes to reaping sustainability benefits, with 75% of leaders reporting their sustainability efforts help attract and retain talent, compared to 54% at less digitally mature companies.[5]

For the second year running, AI is the top sustainability enabler for Design and Make industries, with 39% of leaders saying they use AI to be more sustainable, up from 34% last year and 26% in 2023.[6]

In the design and manufacturing industries, for instance, where 80% of a product's environmental impact is influenced by decisions made at the design stage,[7] AI is helping leaders think about sustainability from conception through production.

Business leaders in India are incorporating AI into their sustainability efforts at a notably higher rate (52%) compared to the global average of 39%.[8]

→ Learn more

Cost, tech, and talent are top concerns*

|	
Cost control and cost management	**33%**
Technological advancements, including AI	**31%**
Attracting, training, and retaining talent	**26%**
Environmental sustainability	**24%**
Product or service innovation	**22%**

* Autodesk *2025 State of Design & Make* report, Autodesk (2025), 46. https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/2025-sdm-report-final.pdf

> "AI could analyze a model's carbon footprint. It's a huge workload to do this. We have six people who reviewed 500 projects last year. AI could help in this case, and hopefully in other ways as well."

Christian Ahlers
CAD Systems Administrator, Lindner Group, Germany, an interior construction specialist company

These groups influence sustainability initiatives in an organization*

● Customers ● Policymakers
● Investors ● Employees

2025	
Customers	**72%**
Investors	**68%**
Policymakers	**70%**
Employees	**65%**

2024	
Customers	**82%**
Investors	**81%**
Policymakers	**75%**
Employees	**80%**

2023	
Customers	**83%**
Investors	**78%**
Policymakers	**76%**
Employees	**73%**

* Autodesk *2025 State of Design & Make* report, Autodesk (2025), 13. https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/2025-sdm-report-final.pdf
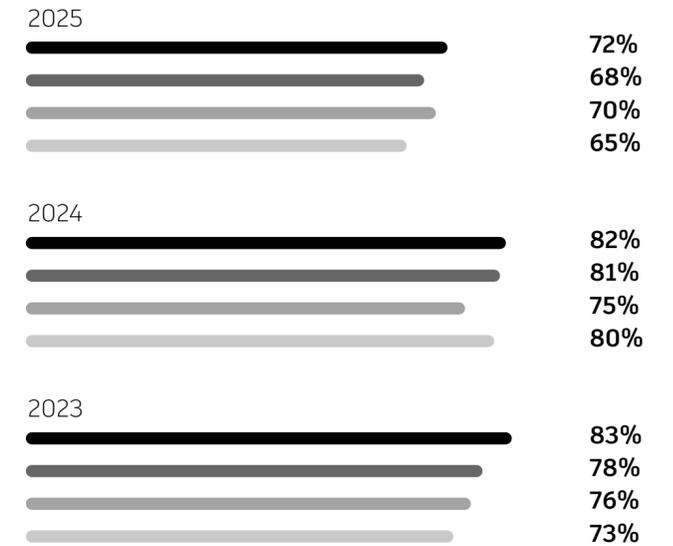
> "We have ongoing enhancements to our sustainability practices and use of technology, and we see them as two sides of the same coin. At the end of the day, sustainability helps reduce costs."

Eng. Tarek ElGamal
Chairman, Redcon Construction, Egypt, Engineering, Procurement and Contracting (EPC)

Spotlight: AI for a better world

Autodesk has been delivering AI-powered technology for years. By augmenting creative exploration and problem solving, automating tedious and repetitive tasks, and analyzing project data to offer predictive insights, Autodesk AI helps customers stay ahead of industry demands and technological shifts—driving ambition, creativity, and sustainability. With the emergence of any disruptive technology, we take a considered approach, striving to unlock innovation and drive collective progress toward our vision of a better world, designed and made for all. Though we expect challenges as we deliver on the promise of an AI-enabled future, our path forward will continually—and thoughtfully—balance risks with opportunities.

Autodesk's AI Principles guide our ongoing efforts, helping to ensure that our AI capabilities deliver utmost value to our stakeholders:

- Enhance human ingenuity: Our AI helps customers design and create more, allowing them to focus on strategic, creative, and high-impact work.

- Build trusting partnerships: Trust is at the heart of our AI solutions. We prioritize customer needs, protect intellectual property, and ensure transparency through our Trusted AI Practices.

- Make a better world: Our AI solutions enable customers to use resources more sustainably and improve quality of life through innovative design and engineering.

→ Learn more

Accelerating sustainability with Autodesk AI

Autodesk's AI capabilities are designed not only to enhance how people design and make, but also to help deliver more sustainable outcomes at scale. Autodesk AI-driven solutions are already helping reduce greenhouse gas emissions and support climate adaptation across Design and Make industries.

From enabling lifecycle assessments to simulating climate impacts and reducing material waste, AI is helping teams across industries identify lower-carbon alternatives and incorporate more sustainable materials into their designs.

> In the *2025 Autodesk State of Design & Make* report, AI solidified its place as the top sustainability enabler for Design and Make organizations, with applications from natural disaster mitigation to project lifecycle management.[9]

We also recognize that developing and deploying AI has its own environmental impact. We are committed to advancing AI in ways that contribute to more sustainable outcomes while actively working to reduce its environmental impact. By collaborating across our business, with customers, and with industry partners, we aim to ensure that the benefits of Autodesk AI outweigh its environmental costs.

Actions we are taking:

Driving better design and make outcomes with AI
By streamlining siloed processes, delivering insights at critical stages, and improving overall efficiency, Autodesk AI enables customers to redefine what's possible for a sustainable future—whether designing buildings, managing infrastructure, or manufacturing products.

- In Autodesk Forma, AI enables architects and designers to perform rapid analysis of wind and noise for specific site designs, quickly explore layouts for site planning, and estimate the embodied carbon impacts of materials to inform and improve sustainable design decisions.

- In InfoDrainage, engineers and designers can use AI to accelerate accurate flood maps to support climate resilience.

- In Autodesk Fusion, designers and manufacturers can apply Autodesk AI to generate a wide range of design alternatives based on defined parameters, such as material selection, waste reduction, manufacturing methods, and performance requirements.

These capabilities support our customers to design more efficiently, make smarter decisions earlier, and reduce environmental impact across the project lifecycle.

→ Learn more about Autodesk AI-enabled solutions.

Managing the environmental impact of AI operations
As AI use grows, we are working to measure and manage its environmental impact—both within our operations and across our value chain. In FY25, cloud-based GHG emissions represented 9% of Autodesk's total carbon footprint.

However, 99% of the emissions associated with Autodesk AI fall under suppliers' Scope 3, stemming from our third-party cloud infrastructure. We partner with cloud service providers committed to building more sustainable data centers—through renewable energy, efficient cooling,

and low-carbon construction materials—and collaborate with them through our supplier engagement program to support their carbon reduction goals.

We have also implemented enhanced scheduling algorithms for AI workloads to prioritize and distribute tasks more effectively. This improves resource use efficiency, reduces idle time and wait periods, and ensures that jobs are processed faster and with fewer bottlenecks. Switching to a more cost-effective AI model training framework and enabling a high-speed network adaptor in our AWS cloud infrastructure has reduced training cost and time. We will continue to iterate on these and other approaches to help mitigate the environmental impact of AI.

→ Learn more

99% of Autodesk's AI-related GHG emissions fall under our cloud providers' Scope 3, so collective action with suppliers and customers is key to ongoing emissions reduction

Investing in scalable solutions for an AI-enabled future
Autodesk also invests in broader climate solutions to address the energy demands and associated emissions of AI. This includes support for expanding global access to renewable energy—such as our investment in a 100 MW solar farm in Texas—as well as carbon removal technologies through our partnership with Frontier. In FY25, we also completed our first offtake with Vaulted Deep, which permanently stores carbon-rich organic waste underground, eliminating harmful disposal methods such as land application and incineration.

→ Learn more

Fostering a future-ready workforce with Autodesk AI

As the world of work has evolved, so has Autodesk—driving industry and societal change while enabling our customers to adapt and grow. We led the transition from manual drafting to digital design—first in 2D, then in 3D modeling—followed by cloud-based tools that enable more connected, collaborative workflows. Building on that legacy, we have steadily integrated AI into our tools to complement human expertise, amplify creativity, and accelerate progress.

As work continues to evolve in both expected and surprising ways, we remain committed to leading responsibly and continuing our decades-long investment in technology that drives positive outcomes. We are supporting the educators, learners, and professionals who use Autodesk's Design and Make Platform to pursue lifelong learning, build in-demand skills, and scale solutions that have the potential to transform industries.

Since 2009, Autodesk has conducted and published original, peer-reviewed research on AI because we recognize its transformative power for the industries we serve. The Autodesk AI Lab has published nearly 100 peer-reviewed scientific research papers, making us the world's leading publisher of AI research for CAD geometry. Today, Autodesk AI powers workflows across Autodesk's Design and Make solutions.

AI is already reshaping how people work—and it will continue to transform roles, skills, and opportunities across the industries we serve. At Autodesk, we see AI as a catalyst for creativity, helping designers and makers innovate faster, improve decision making, and increase capacity. As Autodesk AI propels new ways of working, we are helping to build a future-ready workforce.

65%

of leaders across Design and Make industries say AI skills are either very or extremely important[10]

Actions we are taking:

Expanding pathways and access to design and make with AI

Through partnerships with educational institutions, Autodesk supports skill development at scale and has provided more than 100 million students and educators with free access to professional tools like Fusion, Revit, Forma, Tinkercad, AutoCAD, Autodesk Construction Cloud, and Maya. By using the same technology trusted by industry, students and professionals gain the skills they need to excel now and in the future of Design and Make industries.

We are also working to expand access to AI-enabled tools for the people and organizations addressing the world's toughest environmental and social challenges. Through our Technology Impact Program, we donate software and provide training to nonprofits and social enterprises—equipping them with the skills and tools they need to scale solutions that have the potential to transform industries.

Advancing creativity and effectiveness

Autodesk AI, guided by users, automates steps that traditionally require manual attention, minimizing errors while freeing up people's time so they can focus on the most strategic, creative, and impactful work. For example, Autodesk AI within the Autodesk Construction Cloud Specifications tool splits large specification documents into easily digestible sections. In manufacturing, where CNC machine programmers can spend hours or even days manually creating toolpaths, the Autodesk AI assistant in Fusion automates this process through natural language commands, accelerating time to production.

→ 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.

Enabling lifelong learning through industry-led upskilling

Autodesk supports customers to develop in-demand skills for the future by embedding learning opportunities directly into the tools professionals use every day. For example, the AI-powered My Insights capability in AutoCAD, Revit, and Civil 3D delivers personalized, actionable learning guidance based on user behavior. Insights include command usage summaries, feature recommendations, and tailored learning tips. Users who engage with My Insights are more likely to explore new features and adopt best practices that help them save time and work more efficiently across their design and make workflows.

In addition, Autodesk certifications help individuals in design and make careers showcase their expertise and give employers a trusted way to validate knowledge and capabilities. For example, the Autodesk Certified Expert in AI-enabled Generative Design for Manufacturing offering was developed for candidates who can solve complex challenges in workflow and design using Fusion. Certified Experts demonstrate expert-level skills in defining, running, and post processing generative design studies for various manufacturing applications, including additive manufacturing and performance and weight reduction—crucial skills for mechanical engineers in a competitive manufacturing job market.

→ Learn more

Empowering Autodesk employees through AI

While we focus on the opportunity to drive positive customer outcomes with Autodesk AI, we also recognize the importance of supporting employees to adopt AI to enhance creativity and productivity—and to accelerate sustainability.

→ Learn more

Building integrity and trust into Autodesk AI

We are committed to developing AI capabilities that are ethical, compliant with regulatory requirements, and trustworthy. Protecting our customers' personal data and intellectual property is essential, so we adhere to strict governance processes throughout the AI lifecycle to mitigate or avoid instances where our AI might perpetuate biases, amplify social challenges, or lead to new avenues of risk. Our trust principles for AI—responsible, transparent, accountable, reliable, and safe and secure—guide our efforts throughout the development and deployment processes.

AI transparency cards

As part of our ongoing commitment to delivering trusted AI, we have developed AI transparency cards to disclose information about the AI features used in our products. These cards provide details on feature functionality, data sources, and the privacy and security safeguards in place.

AI Transparency Card

Autodesk Fusion
AutoConstrain

Description
A feature that analyzes, sketches, and suggests the constraints and dimensions to fully constrain sketches.

Feature information

Feature functionality	Automate
Model source	Proprietary
Primary technique	Transformer
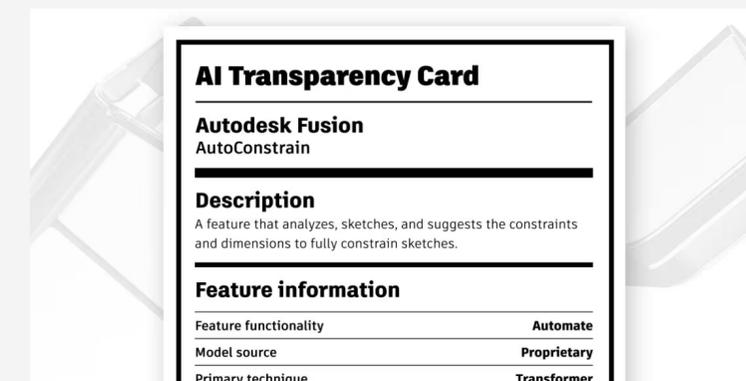
Advocating for AI governance

Autodesk also supports public policies to advance responsible development and deployment of AI technologies. During FY25, we signed the EU AI Pact, collaborated with the US National Institute of Standards and Technology (NIST) to develop AI safety guidelines and standards, and joined the AI Verify Foundation.

→ Learn more

Architecture, Engineering, Construction & Operations

Energy & Materials

The architecture, engineering, construction, and operations (AECO) industries are evolving rapidly due to societal expectations, technological innovation, regulations, and stakeholder pressure. As sustainability becomes central to design and make processes, continued investment in innovation is essential for achieving positive business outcomes.

> Sustainability is becoming central to designing and making.

The built environment is critical to global sustainability efforts. Given that approximately 40% of global GHG emissions come from the built environment, the need for more sustainable approaches has never been greater.[11] Meeting future demands will require an estimated $94 trillion in infrastructure investment by 2040 to support economic growth, urbanization, and climate adaptation.[12] At the same time, a growing global population is expected to drive a 50% increase in demand for energy and resources by 2050.[13]

As governments strengthen regulations, businesses that act now will be better positioned for success. Standardized sustainability reporting is becoming essential for transparency, compliance, and competitive advantage. Policies like the European Union's Corporate Sustainability Reporting Directive (CSRD) and Energy Performance of Buildings Directive (EPBD) are setting new expectations for sustainability reporting, net-zero construction, and energy-efficient renovations.

By integrating sustainability practices and utilizing technologies, including AI, AECO firms can mitigate climate change while driving business value, advancing carbon reduction goals, and attracting top talent.

Decarbonizing projects and processes

The built environment significantly contributes to GHG emissions, prompting global regulations to target buildings and infrastructure. Reliable carbon emissions data is essential for measuring a project's sustainability, but it is estimated that less than 1% of building projects currently calculate and report their full carbon footprint.[14]

Buildings generate carbon emissions in two key ways:

- **Embodied carbon –** Emissions generated from the extraction, manufacturing, transportation, installation, maintenance, and disposal of building materials
- **Operational carbon –** Emissions from energy and water use throughout a building's operations

Together, these are referred to as whole life carbon.

The practice of measuring and managing these emissions is known as total carbon management or whole life carbon management.

> ## 19%-46%
> of upfront embodied carbon could be reduced at minimal cost[15]

Autodesk Forma

Autodesk Forma, the industry cloud for the AECO industry, will unify building information modeling (BIM) workflows across the teams that design, build, and operate the built environment, enabling data to flow through project phases, stakeholders, and asset types.

Our journey to realize Forma is a multi-year endeavor. In 2023, Autodesk released Forma's first set of capabilities, offering powerful, yet easy-to-use AI-powered tools for pre-design and schematic design. Included within this offering are a range of environmental impact analyses to explore concepts and optimize for living quality and sustainability—including wind, solar, daylight, embodied carbon, and more.

Using embodied carbon estimates

Reducing embodied carbon is a key strategy in lowering emissions from the built environment. A 2021 RMI report indicated that upfront embodied carbon could be reduced by 19% to 46% at minimal cost.[15] Making informed decisions early in the process is critical, as these choices shape the building's carbon footprint long before construction begins.

Autodesk Forma provides a conceptual-stage analysis environment for architects to explore low-carbon design. With Forma's embodied carbon analysis, powered by C.Scale's AI-based engine, designers can better evaluate carbon impacts from day one. The tool uses early-stage geometric and material building information to predict the final material quantities, helping all designers understand the trade-offs implicit in the essential decisions made at the start of the design process.

Customer carbon emissions

Regulatory pressures, investor sentiment, and public sector incentives are increasingly driving Autodesk's customers to measure and manage the carbon emissions associated with their business activities. Autodesk products have an important role to play in supporting this move toward the decarbonization of the industries we serve. Due to the breadth and size of our user base, we have an opportunity to accelerate our customers' progress in this area.

Enabling our customers to estimate the carbon emissions associated with their projects can help them to design and build more sustainably. Our corporate strategy to offer end-to-end software solutions and the evolution of our product offerings into platform-based industry clouds will support this to a much greater degree. We will continue working to advance these capabilities in the coming years.
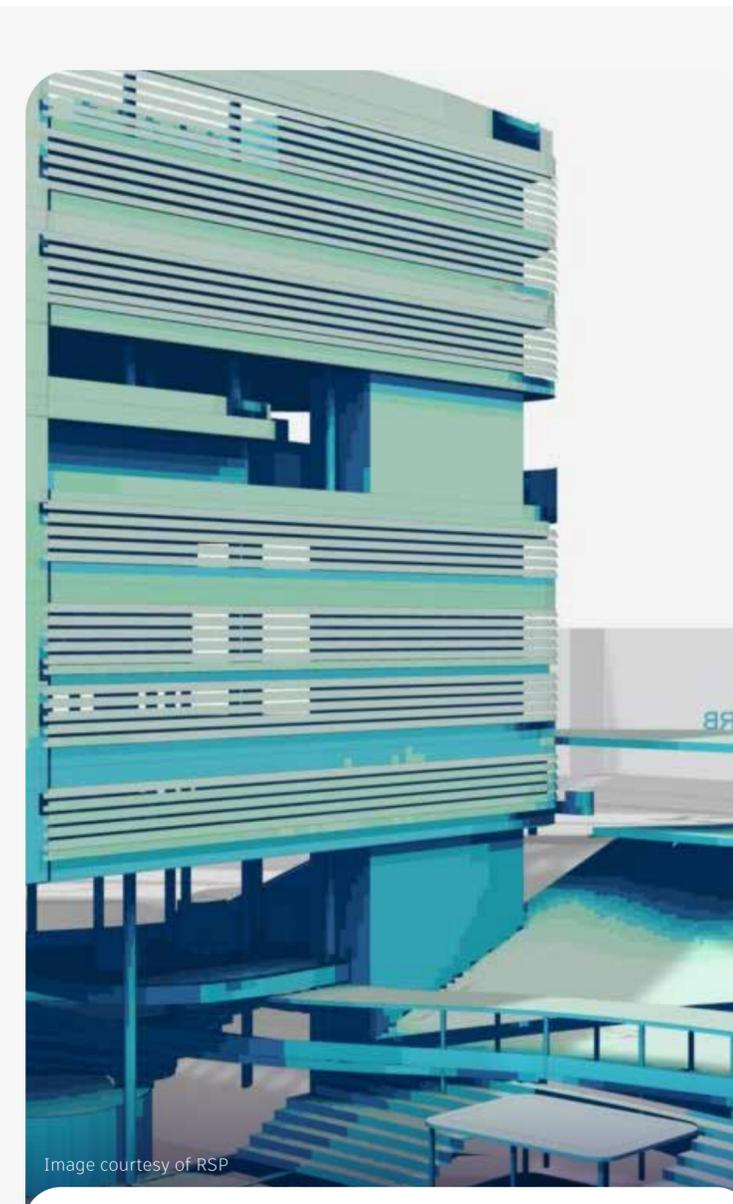
Image courtesy of RSP

Data-driven insights give a competitive edge

At RSP Singapore, the architecture team is optimizing design and developing sustainability strategies with the help of Autodesk Forma. By accessing the analyses functions without needing detailed technical knowledge, the team saved 70% of time on creating volume studies compared to a previous workflow.

→ Learn more

Recommending better materials

Reducing embodied carbon starts with informed material choices. Many building products now have Environmental Product Declarations (EPDs), which provide standardized data on their environmental impact.

A growing number of tools are making this data easier to access and apply, helping designers and builders compare options, evaluate trade-offs, and select lower-carbon materials directly within their existing workflows. These include:

- **Autodesk Insight –** Delivers early-stage embodied carbon analysis directly within Revit, helping design teams evaluate and reduce carbon impacts from the outset

- **Autodesk Takeoff (in beta) –** Allows construction teams to quantify materials and visualize associated carbon data, helping align procurement and cost with low-carbon design goals

- **bimCAT –** Provides a real-time connection between Revit and EC3, enabling users to access EC3's full functionality without leaving Revit

- **TallyLCA –** Enables architects to conduct systemwide and cross-category lifecycle assessments (LCAs) and compare design options directly within Revit

- **One Click LCA –** Allows AECO professionals to import Revit model data and perform whole-life carbon calculations efficiently

Total carbon management

Lowering embodied and operational carbon is key to designing sustainable buildings. Autodesk Insight, a feature of Revit, provides analysis of both embodied and operational carbon using a single model. By utilizing the Revit Energy Analytical Model, Insight enables teams to balance trade-offs between material impact and energy efficiency, optimizing sustainability from concept to completion using open and extensible data, analysis, and insights.

Key capabilities:

- **Embodied Carbon Analysis –** Evaluates carbon impact across building components using EC3 material categories data as a starting point to support low-carbon material selection

- **Operational Carbon Analysis –** Simulates energy performance using EnergyPlus and OpenStudio, helping architects and engineers optimize energy use, cost, and operational carbon emissions

- **Flexible Analysis –** Explores additional design decisions (Factors) that impact key sustainability metrics while checking their performance relative to a set benchmark using custom interactive dashboards

- **Seamless Reporting & Compliance –** Integrates with the AIA 2030 Design Data Exchange (DDx) for automated reporting and sustainability tracking

Sustainability Tech Partner Program

The Autodesk Sustainability Tech Partner Program cultivates an ecosystem of companies on the Autodesk Platform who develop technology applications and solutions that improve environmental outcomes. The program reached over 50 companies in FY25, with participants receiving hands-on support from Autodesk, access to tools, training, and participation in high-profile events. To date, these companies have developed 18 integrations that support Autodesk customers in driving sustainable outcomes across the architecture, engineering, construction and operations, and design and manufacturing industries.

→ Learn more
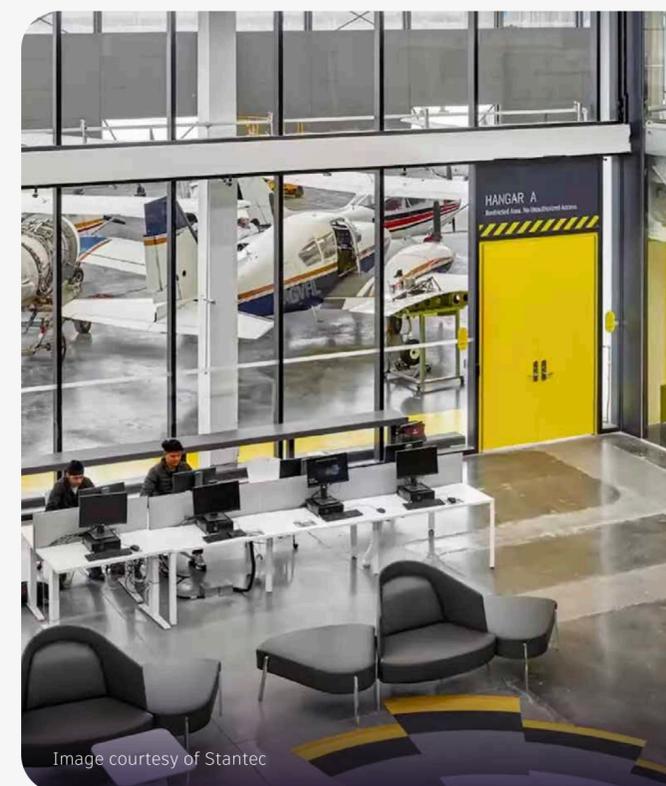
Image courtesy of Stantec

Harnessing Forma for lower carbon outcomes

With Autodesk Forma's Embodied Carbon Analysis powered by Autodesk AI, Stantec's designers can evaluate carbon impact early, when adjustments are most feasible. This shift from labor-intensive calculations to real-time insights streamlines decision making and supports lower carbon outcomes.

→ Learn more
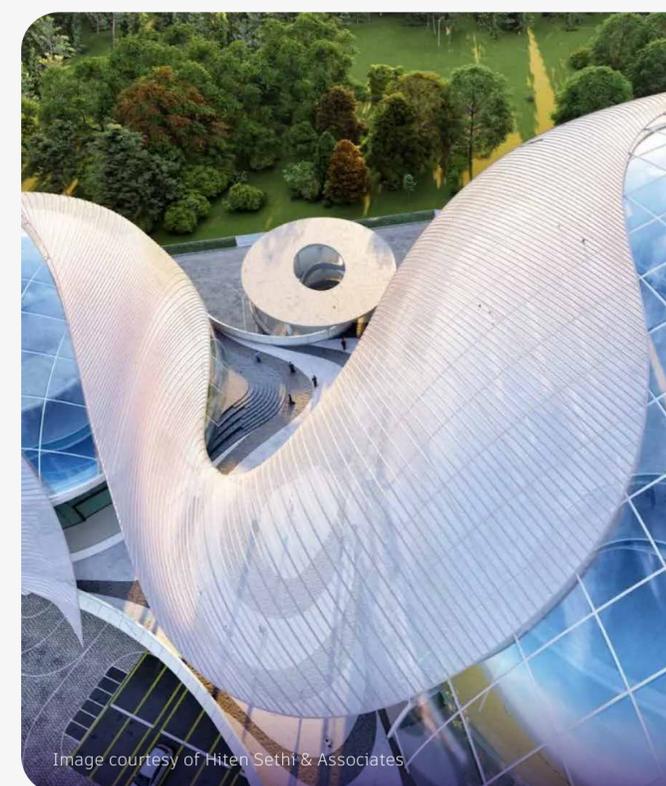
Image courtesy of Hiten Sethi & Associates

Building responsibly while navigating design challenges

To design the futuristic-looking Science Park in Mumbai, India, Hiten Sethi & Associates (HSA) sets a new standard for sustainable design and innovation, inspiring future generations of scientists and fostering environmental stewardship.

→ Learn more

Sustainable construction practices

From sourcing low-carbon materials to minimizing waste and rework, digital tools help construction teams build sustainably. Autodesk Construction Cloud's Takeoff supports sustainable construction by enabling accurate material planning, supporting prefabrication, lean practices, and adaptive reuse and renovation workflows, while reducing errors that lead to costly rework—helping firms lower costs, improve efficiency, and reduce embodied carbon.

Procuring lower carbon materials in construction

Specifying lower-carbon materials is just the beginning of the embodied carbon journey—procurement decisions determine their real impact. General contractors play a critical role in both ensuring that specified low-carbon materials are sourced as well as effectively procuring all construction materials with reduced impact.

Autodesk supports this effort through two connected capabilities:

- Carbon Accounting in Takeoff (in beta) brings embodied carbon insights directly into the Autodesk Takeoff environment. By automatically mapping MasterFormat codes to average carbon values from the EC3 database, this feature enables teams to estimate material impacts early in the preconstruction process—without leaving the platform. It helps surface embodied carbon data alongside quantity and cost, making it easier to incorporate sustainability into decision making.

- EC3 integration with Autodesk Takeoff enables teams to export takeoff packages from Autodesk Construction Cloud (ACC) into EC3 for more detailed analysis. Within EC3, procurement teams can compare EPDs, explore supplier-specific options, and generate reports that feed back into Autodesk Docs—keeping carbon data connected across the construction workflow.

Together, these tools help teams evaluate material choices, align carbon goals with procurement practices, and ensure that embodied carbon remains a visible priority from early planning through execution.

Reducing emissions in building operations

Beyond construction, building operations offer significant sustainability opportunities. Today, owners face challenges driven by inadequate utilization of building design and asset data in their operations. According to research presented by the International Facility Management Association (IFMA) and Autodesk, 85% of operators struggle with incomplete data, 60% of space is underutilized, and 30% of energy is wasted.[16]

Monitoring energy consumption is crucial for reducing operational carbon emissions. Autodesk Tandem, a cloud-based digital twin platform, connects BIM data with real-time sensor inputs to create a dynamic digital replica of a built asset. This integration enables owner-operators to monitor their facilities' performance in near real time, compare actual energy usage against established targets, and identify inefficiencies promptly. By providing detailed visualizations like heatmaps and threshold charts, Tandem facilitates informed decision making to optimize building systems, enhance energy efficiency, and achieve sustainability goals.

Advancing renovation and adaptive reuse

Renovation and adaptive reuse focus on maximizing the value of existing built assets, adapting existing structures for new or different uses, and incorporating prefabrication to reduce waste and improve efficiency. By prioritizing reuse and adaptability, these approaches extend a building's lifespan, minimize environmental impact, and support more sustainable development.

According to the American Institute of Architects California, reusing existing materials results in embodied carbon reductions of 75% compared with building new.[17] Autodesk ReCap Pro empowers users to streamline renovation and adaptive reuse projects by delivering precise, high-resolution models of existing conditions. This enables accurate as-built documentation, reduces errors, and improves data integration for more efficient BIM workflows. By offering a detailed digital representation of physical environments, ReCap Pro supports better planning, minimizes material waste, and optimizes resource utilization—contributing to more sustainable project outcomes. Additionally, by digitizing the physical world, ReCap Pro facilitates virtual site visits and remote collaboration, significantly reducing the need for travel, saving time and resources.

Image courtesy of Build Health International

Sustainable construction practices transform health care infrastructure

Build Health International employs Autodesk Construction Cloud to incorporate sustainable design processes and reduce costs, while maximizing access to care—enabling faster decisions and helping to deliver better health care facilities worldwide.

→ Learn more

Image courtesy of PIS Madurai

Pioneering campus redefines BIM applications for the environment

PIS Madurai is reshaping sustainable construction through an ambitious project to preserve over 60% of the site's natural flora and fauna while designing and building modern learning environments that foster student growth and development.

→ Learn more

Image courtesy of Istanbul Metropolitan Municipality

Increasing efficiency in public transportation with digital twins

Metro Istanbul implements Autodesk Tandem to build a digital twin with a goal of achieving 37.5% efficiency gains and reducing energy and maintenance costs by 25%, setting new standards for public transportation operations.

→ Learn more
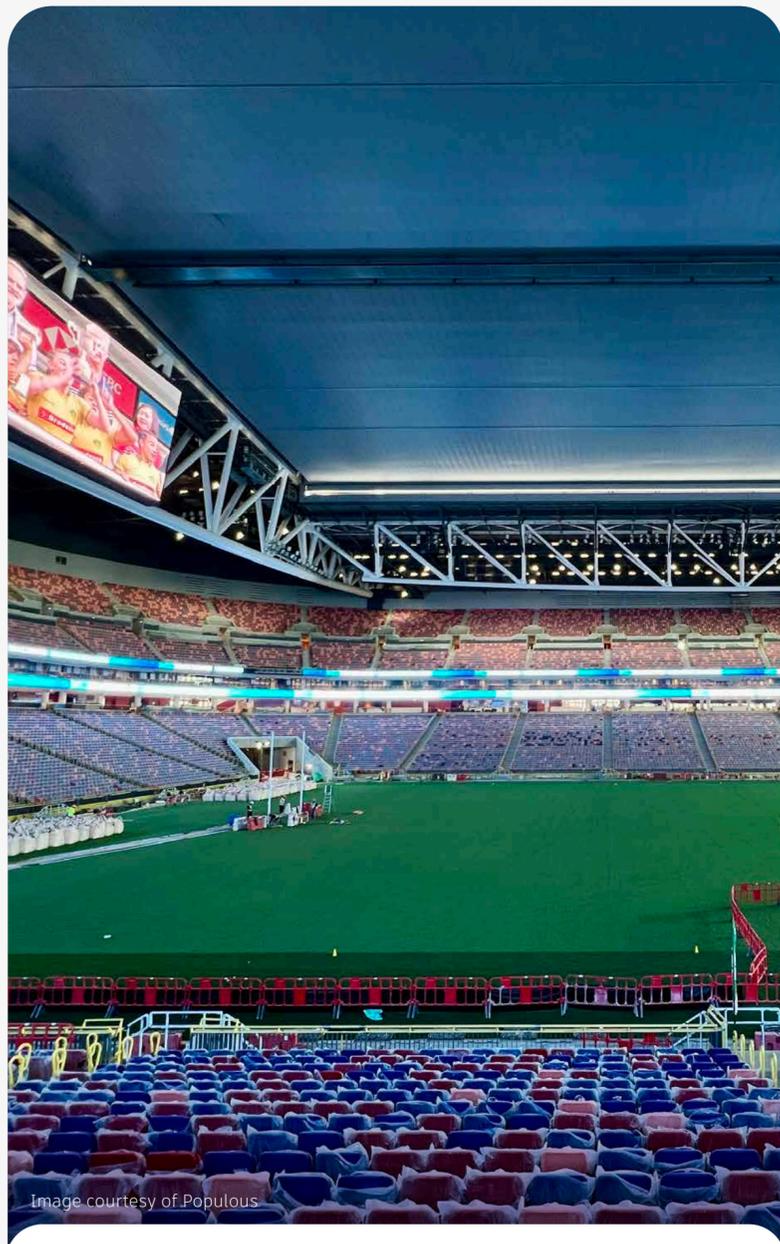
Image courtesy of Populous

Image courtesy of Adam Mørk

Starting a "reuse" revolution in stadiums

By embracing a modular approach and reusable components, as well as AI to inform its designs, Populous is making sport complexes simpler and more sustainable.

→ Learn more

The world's tallest upcycled skyscraper

In Sydney, Australia, the Quay Quarter Tower is a dizzying example of adaptive reuse, repurposing 70% of its own materials, surpassing its sustainability targets while saving 13 months of work and reducing costs significantly.

BG&E, a multidisciplinary global engineering firm, is known for sustainability. The firm used digital twins and cloud collaboration to design and rebuild the 50 Bridge Street high-rise—the first high-rise in Sydney and a heritage-listed structure—transforming the structure into the Quay Quarter Tower.

Adaptive reuse contributes to cost savings and reduces embodied carbon—but a nearly 50-year-old structure presents unique challenges, including ensuring the structural integrity of its preserved elements for

another 50 years. This required rigorous examination of all moving and nonmoving parts, and monitoring to address building movement throughout the project. Readapting the original building instead of constructing a new one helped to save 12,000 metric tons CO_2e of embodied carbon.

To minimize demolition for weak portions of the existing structure, the team used a digital twin to conduct sophisticated testing and condition assessment throughout construction. This provided valuable insights into elements that could be repurposed. Autodesk Construction Cloud enabled easy collaboration between multiple offices in Australia and the Middle East to tackle a project of this scale. The team also used Autodesk ReCap for file management and data verification, and Navisworks aided clash detection. Revit supported precise management of project phasing and staging.

The building surpassed its GHG emissions targets, and received a 6-star rating for sustainability from the Green Building Council of Australia.

"The principles gleaned from projects like the Quay Quarter Tower […] are poised to reshape future architectural workflows," says Araj Lal, BG&E's principal BIM/drafting manager. "Expect an integration of sustainable practices from project inception, a surge in circular economy approaches, and heightened innovation in materials and technologies. These principles may foster community-centric designs, advocacy for stringent environmental regulations, and a global collaboration in addressing environmental challenges."

→ Learn more

Sustainable infrastructure

Sustainable infrastructure focuses on reducing energy use and minimizing material waste throughout the lifecycle of a project. From selecting low-impact materials to designing energy-efficient systems and optimizing construction methods, every step can make a difference. Using advanced technologies and data-driven insights, project teams can identify opportunities to cut emissions, reduce resource consumption, and build smarter, more sustainable infrastructure.

Optimizing roads and highways to reduce carbon emissions

Autodesk Civil 3D supports infrastructure projects to be more sustainable at every stage. Civil 3D enables sustainability practices in a variety of ways:

- The ORIS integration provides engineers and designers with a digital materials platform to optimize road design, select locally appropriate materials, and calculate embodied carbon emissions, including those from material manufacture, sourcing, and transportation, helping reduce the environmental impact of roads and highways.

- The Grading Optimization extension facilitates grading for land areas based on established design criteria, minimizing cost, time, and embodied carbon associated with the grading process.

Autodesk InfraWorks enhances design analysis by modeling projects in real-world context. Features like traffic modeling help optimize intersection layouts and transportation planning, reducing fuel consumption and emissions. By integrating Revit, Civil 3D, and InfraWorks, project teams can access comprehensive solutions for designing and constructing sustainable infrastructure. InfraWorks also offers Watershed Analysis, as well as profile and route optimization capabilities that can be used to design more sustainable infrastructure.

→ See a summary of Autodesk Architecture, Engineering, Construction & Operations solutions that enable sustainable design.

Image courtesy of Norconsult

Digital delivery enhances infrastructure design

Norconsult Norway is using Autodesk software to manage the design, engineering, and project management for the new Sotra Bridge entirely in the digital realm, integrating vast amounts of data to future-proof against extreme weather events while reducing emissions.

→ Learn more

Image courtesy of Delhi Metro Rail Corporation Limited

Providing millions with reliable transportation

Delhi Metro Rail Corporation Limited uses BIM to enhance sustainable transit development, increasing efficient collaboration, reducing environmental impact, and optimizing resource management for a transformative and eco-friendly urban transportation infrastructure.

→ Learn more

Health & Resilience

Climate change is placing increasing pressure on the built environment, exposing infrastructure and communities to greater risks from extreme weather, resource scarcity, and disruptions to essential services. Meeting the needs of a growing global population will require an estimated $94 trillion in infrastructure investment by 2040, according to the Global Infrastructure Hub.[18]

Despite this immense need, resilience remains underfunded—especially in regions most vulnerable to climate change. The developing world may require $387 billion annually[19] for climate adaptation by 2030, but less than 15% of climate finance supports developing and low-income economies.[20] This funding gap puts infrastructure and public health at risk, as extreme heat, poor air quality, and failing systems strain communities worldwide.

Addressing these challenges demands a shift in how we design, build, and maintain infrastructure. Digital solutions play a critical role—helping planners and engineers anticipate environmental risks while ensuring safer, more efficient projects. But resilience is not just about the durability of infrastructure—it is also about the people who build and depend on it. Construction is one of the most hazardous industries, with at least 60,000 fatal accidents occurring annually worldwide.[21] AI-powered software can help improve worker safety by predicting hazards and optimizing site conditions, helping to ensure that resilience efforts protect both infrastructure and human lives.

Water, sewer, and stormwater network planning

Water utility providers face mounting challenges, including urbanization, rising water demand, and aging infrastructure. By 2050, global water demand is expected to increase by 55%, with 40% of the population living in water-scarce regions.[22] Outdated infrastructure leads to significant water losses worldwide. Estimates indicate that approximately 126 billion cubic meters of water are lost annually due to leaks in distribution systems globally.[23] Utility providers must modernize their networks to enhance efficiency, reduce losses, and ensure sustainable water distribution.

Autodesk provides a suite of tools to support water infrastructure planning, asset management, and operations. Solutions like InfoWater Pro and InfoWorks WS Pro optimize water distribution through advanced simulations and digital twin technology, helping engineers anticipate system failures, reduce non-revenue water, and lower carbon emissions.

Wastewater treatment is another critical component of resilient water management. It accounts for 5% of global GHG emissions, with 70% of those emissions coming from treatment processes.[24] Info360 Insight and Info360 Plant support utilities by improving real-time data analysis, optimizing energy use, and helping to ensure compliance with sustainability goals.

Drainage design and flood risk management

Flooding is one of the most widespread climate-related disasters, affecting 1.81 billion people globally.[25] Resilient drainage design is essential for mitigating flood risks, protecting infrastructure, and ensuring public safety.

InfoDrainage, and its Civil 3D plug-in, enable engineers to design storm and sanitary systems as well as sustainable drainage systems (SuDS) tailored to site-specific conditions. This tool enables users to simulate storm events and test a design's resilience, helping communities predict and prepare for extreme weather conditions.

Design data can be seamlessly transferred between the two products, enabling hydraulic modeling workflows to be incorporated into the overall site design.

InfoWorks ICM enables flood risk management by modeling integrated water systems to predict and plan for various events such as extreme storms, sea level rise, tidal impact, climate change, and population increase. Autodesk InfraWorks also provides for watershed analysis and visualization of flooding scenarios on large-scale project models.

Image courtesy of JMT

Sustainable seawall construction for safer cities

The low elevation, wet weather conditions, and proximity to the sea have plagued the historical city of Charleston, South Carolina, with drainage and flooding issues. Johnson, Mirmiran & Thompson (JMT) used InfoDrainage and Civil 3D to elevate Charleston's Low Battery Seawall and optimize stormwater drainage for long-term flood resilience.

→ Learn more

Image courtesy of Stantec

Energy-efficient pumping: a sustainable water solution

Wellington Water partnered with Stantec to modernize pump maintenance using Info360 Insight, integrating SCADA data for predictive analytics. This allowed them to forecast maintenance needs, validate system performance, and improve infrastructure reliability.

→ Learn more

Autodesk supports wildfire recovery efforts in Los Angeles

Autodesk supports wildfire recovery in Los Angeles through two parallel efforts: a collective $1 million contribution to the LA Rises initiative launched by Governor Newsom, and to The Foothill Catalog Foundation (TFCF), a community-led organization providing affordable permit-ready home designs to fire-affected residents. While the LA Rises initiative focuses on accelerating permitting through AI-powered tools and government coordination, TFCF empowers local families with attainable architectural solutions that emphasize regional specificity, sustainability, and climate resilience.

Construction safety

Construction is one of the most complex and high-risk industries with just under one in five construction workers globally (18%) having experienced harm at work in the last two years.[26] Ensuring job site safety is not only a regulatory necessity but also a fundamental responsibility to protect workers and improve project outcomes.

Technology is transforming construction safety by shifting the industry from reactive risk management to proactive prevention. AI-powered tools help predict potential hazards before they occur, providing real-time insights, standardized safety plans, and improved communication among teams. Construction companies can use these solutions to minimize risks and reduce safety blind spots—protecting their most valuable asset: their people.

Autodesk is committed to advancing safety in construction by digitizing job site operations and integrating intelligent risk management. Autodesk Construction Cloud connects teams and project data throughout the entire project lifecycle—from design to completion—ensuring a unified approach to quality and safety. Within ACC, Autodesk Build helps standardize safety programs, reducing site hazards and offering a comprehensive view of safety performance across projects, companies, users, and incident types.

Construction IQ is an AI-driven feature within ACC that automatically analyzes thousands of data points from issues, observations, checklists, subcontractor assignments, and historical data. By sifting through this information, it identifies and prioritizes risks related to design, quality, safety, schedule, and cost. This enables project teams to make informed decisions and take proactive actions before issues escalate, enhancing overall safety and project management.

Safety is not just a priority, but a built-in advantage of modern construction.

→ See a summary of Architecture, Engineering, Construction & Operations solutions that enable sustainable design.

Notre-Dame restoration: A story of resilience and rebirth

On April 15, 2019, a wave of emotion swept the world as flames engulfed the iconic Notre-Dame Cathedral in Paris. But with this tragedy came the promise to rebuild.

Images of the fire sparked global support, and Autodesk immediately pledged to help—with a cash donation and an offer of technology and 3D digital modeling expertise.

A core group of Autodesk employees quickly formed to support the French public institution Rebâtir Notre-Dame de Paris throughout the restoration. Autodesk also partnered with Art Graphique & Patrimoine (AGP), a leading French company in laser scanning and digitization of historic monuments.

Because of the complexity, structural details, and sheer size of Notre-Dame, it took Autodesk and AGP over a year to create a full-scale digital model, fully designed using

Autodesk technologies. The project required 12 laser scanners and a team of 7 engineers to scan the building and collect 46,000 images—an unrivaled example of historical modeling using BIM technology.

Autodesk provided the BIM model and software free of charge to Rebâtir Notre-Dame de Paris through a technology and skills patronage agreement. This BIM model contributed to the restoration throughout the process: enabling visualization of the cathedral's structure in previously impossible ways; providing a shared, scalable 3D database to facilitate coordination and enhance efficiency; simulating wind resistance and artificial interior lighting; and supporting construction documentation and 4D optimization of site planning.

To manage the complex reconstruction, which involved coordinating over 120 subcontractors and 400 workers across nine construction phases, construction management firm Setec Opency digitized the execution planning process using 4D BIM and digital technology. This approach integrated work sequencing and planning optimization while minimizing accident risks and maintaining safety throughout the process. Implementing 4D BIM, along with virtual and augmented reality (VR/AR), facilitated efficient coordination among diverse specialists like archaeologists, carpenters, and stone cutters, contributing significantly to the project's success.

On December 7, 2024, five years after the devastating fire, Notre-Dame de Paris opened her doors once again. Autodesk honors the numerous architects, artisans, engineers, and builders who worked tirelessly to bring the cathedral back to life.

→ Learn more

Work & Prosperity

Finding and retaining a skilled workforce remains a significant challenge for the AECO industries.

Several factors contribute to this strain: an aging workforce, the lasting impacts of the pandemic, and rising project demand. Additionally, the industry struggles to attract new talent due to outdated career perceptions and insufficient investment in digital training.

- At least 1,549,000 more workers are needed to meet European targets for 2030,[27] while in Japan, 61% of construction firms report labor shortages.[28]
- Research from the Associated General Contractors of America and Autodesk found that 85% of firms have job openings for craft workers, while 88% report having a hard time filling craft positions.[29]
- The United States produces 141,000 engineering graduates annually, yet still faces a shortfall of 825,000 engineers.[30]

Addressing these shortages requires urgent workforce development and targeted training initiatives. According to the World Economic Forum, 63% of employers cite the skills gap as the primary barrier to business transformation.[31] Automation and AI are essential tools in closing this gap, driving innovation despite workforce shortages.

Preparing for the future of work

According to the World Economic Forum, 60% of employers expect broadening access to digital technologies to transform their businesses by 2030.[32] The _2025 State of Design & Make report_ highlights a growing skills gap in AECO, with nearly two-thirds of organizations struggling to find candidates with technical expertise.[33] As automation reshapes industries, businesses must invest in workforce adaptability to remain competitive.

Bridging the digital skills gap

Investing in digital fluency not only closes the skills gap but also strengthens talent acquisition and retention. Digitally mature companies are leading the way, with 77% planning to invest more in digital training, compared with 59% of less digitally mature companies.[34]

Skills in the age of AI

Recognizing the urgency of upskilling, Autodesk has expanded its educational initiatives in FY25, making Autodesk Construction Cloud available with a free education entitlement for education customers. This equips students with essential digital skills for construction careers, providing hands-on experience with Autodesk Build, Autodesk Takeoff, and other industry-leading tools. These build on the Autodesk Construction Cloud Learning Center and Construction Master Class helping more professionals develop the skills needed to meet industry demands today and in the future.

As AI and automation reshape industries, soft skills like problem-solving, adaptability, and communication are as essential as technical expertise. Employees need both technological proficiency and leadership skills to stay competitive. The _State of Design & Make_ Special Edition: Spotlight on Skills in the Age of AI report shows that while AI skills are in demand, employers increasingly prioritize collaboration and leadership. By combining technical and soft skill development, companies can better prepare employees for AI-driven workplaces.

Workforce readiness through foundation partnerships

The Autodesk Foundation is actively addressing workforce shortages by investing in programs that expand access to digital skills and career opportunities. One example is Stacks+Joules, a nonprofit delivering a 14-week curriculum focused on coding, automation control, and energy management—critical skills for modern building operations. By supercharging next-generation technologists, Stacks+Joules is training tomorrow's workforce for rewarding jobs in building automation.

→ Learn more

Upskilling for the future

The growing availability of AI tools is reshaping how AECO organizations hire and train talent. Autodesk continues to invest in learning programs and technologies that help workers develop in-demand skills, earn professional credentials, and integrate automation into their careers.

Companies that prioritize continuous learning will be better positioned to meet evolving industry demands.

→ Learn more in Education
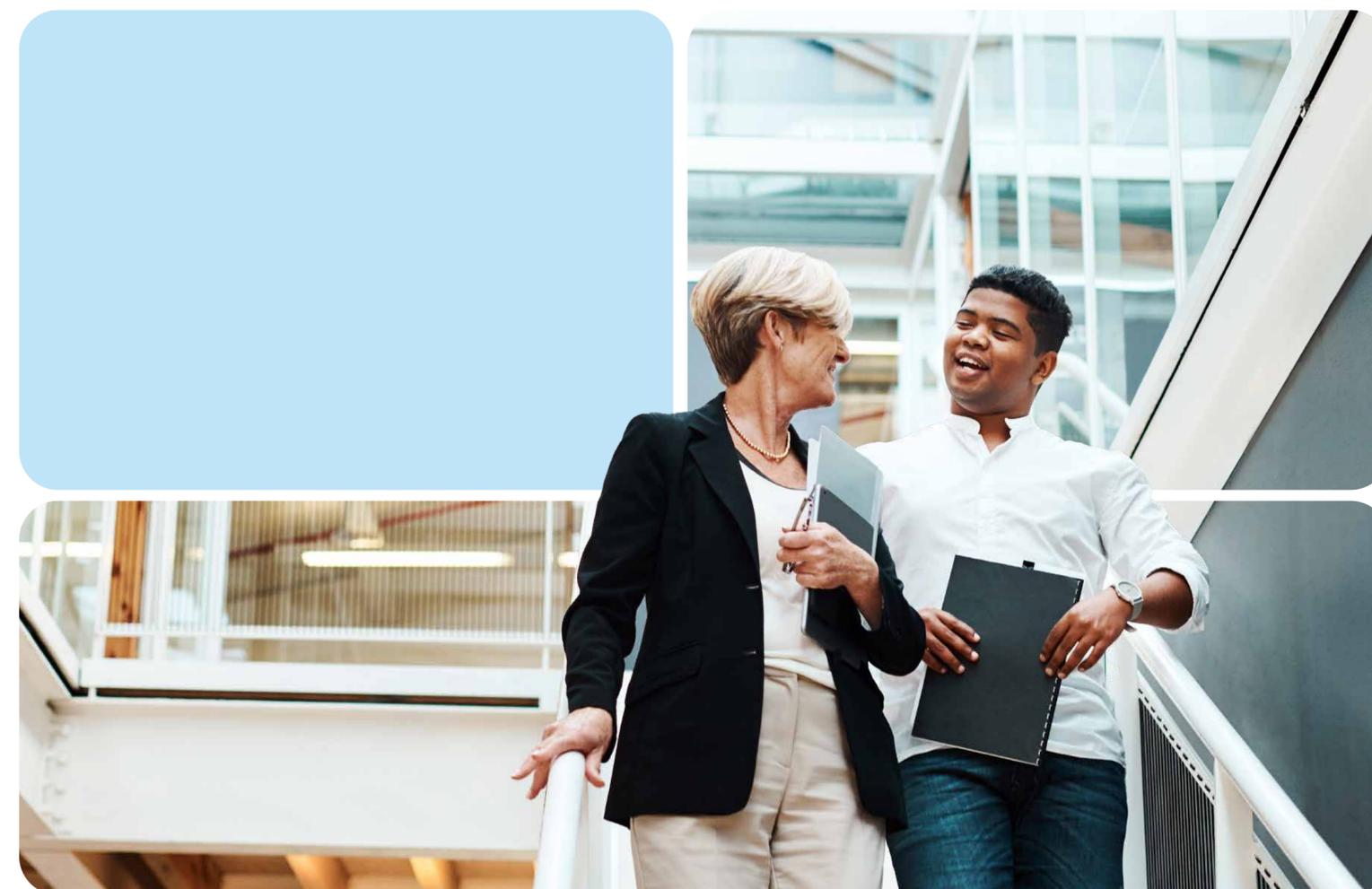
Image courtesy of Revolution Workshop

Upskilling for sustainability to build tomorrow's workforce

Revolution Workshop is a US nonprofit that provides construction job training, career resources, and life skills to support tomorrow's workforce. Launched in 2018, the organization serves 200 people a year in Chicago.

The nonprofit has two tracks: a 12-week pre-apprenticeship Trades Pathways Program to give people hands-on skills in positions such as carpenter, electrician, or laborer, and the Construction Professional Pathways Program, a 14-week course focused on project management and the office side of construction.

In the Trades Pathways Program, students learn everything from tools to math to construction skills. For example, they might build a subfloor, add walls and a roof, and then work on electrical and plumbing. The course ends with three weeks of real-world paid project experience.

In the Construction Professional Pathways Program, students learn the basics of AutoCAD and project management, and are placed with engineering firms, general contractors, developers, and architecture firms in entry-level positions. Revolution Workshop works with those firms to develop internal training tracks.

Teaching the life skills needed to succeed—including financial literacy, communication, executive functioning, and employability—is also core to the program. At the end of the course, students meet with employers to find a job, with the support of employment coaches.

As construction, manufacturing, and building operations shift into a digitally powered future, they will need a new workforce to take the reins. Revolution Workshop equips tomorrow's workers with skills, opportunities, and support to benefit them and the industries they serve into the future.

→ Learn more

Attracting the next generation

The ability to attract skilled talent is critical to the future success of the AECO industries. Yet, perceptions of AECO careers have not kept pace with reality. Today's industry is highly digital, technologically advanced, and central to solving some of the world's biggest challenges—from infrastructure resilience to sustainability. However, many job seekers still associate these careers with outdated processes rather than technological innovation.

According to Autodesk's _2025 State of Design & Make_ report, 61% of civil infrastructure leaders report difficulty finding candidates with the right technical skills. This represents a sharp increase from 28% in the previous year and a 118% rise year-over-year—highlighting the need to reshape perceptions and ensure professionals have access to the skills required for the future of work.[35]

Changing industry perceptions

AECO careers are overcoming stigma and becoming increasingly tech-driven—from AI-powered design and automation in construction to digital twin technology and robotics. Companies like Skanska are actively addressing this perception gap, launching outreach programs for students and professionals at all career stages to showcase the industry's innovation and impact.

> "People don't think our industry is cool enough. Personally, it's quite hard because everyone else is depending on our industry. You don't have anything if you don't have roads, if you don't have houses. Younger generations want to do cool computer stuff."
>
> **Linn Areno**
> Head of Construction and Engineering IT Solutions at Skanska

Sustainability's role in attracting talent

Across industries, job seekers are looking for purpose-driven work, and sustainability is becoming a major factor in career decisions. The _State of Design & Make_ Special Edition: Spotlight on Skills in the Age of AI report found that 72% of business leaders believe an organization's sustainability efforts directly contribute to talent retention.[36]

Additionally, Autodesk's _2025 State of Design & Make_ report reveals that 75% of leaders at digitally mature companies report their sustainability efforts help attract and retain talent, compared to 54% at less digitally mature companies. Industry interviews reinforce these findings, with leaders saying younger skilled workers want to join organizations that are both technologically advanced and committed to building a better future.[37]

Investing in sustainability skills benefits both the current and future workforce by aligning career paths with evolving industry demands. The United States alone saw over 1.4 million green jobs in the past year, and the demand for sustainability expertise continues to grow.[38]

The role of AI and technology in workforce development

Today's workforce is increasingly drawn to careers that combine technology, impact, and purpose. The intersection of AI and sustainability offers exactly that—providing opportunities to drive meaningful change while working with advanced tools. Autodesk's _State of Design & Make_ Special Edition: Spotlight on Skills in the Age of AI report found that 76% of respondents say sustainability is very or extremely important to their organization in the next few years, and 77% believe understanding sustainable business practices will be very or extremely important for career success in the next decade.[39]

By investing in skills development and digital innovation, Autodesk supports the industry in preparing the workforce to meet today's challenges and adapt to future needs, while also providing the technology and resources that enable innovators to design and make a better world for all.

→ <u>See a summary</u> of Autodesk Architecture, Engineering, Construction & Operations solutions that enable sustainable design.

The right data and insights, delivered at the right time,

unlock better, more sustainable outcomes.

Design & Manufacturing
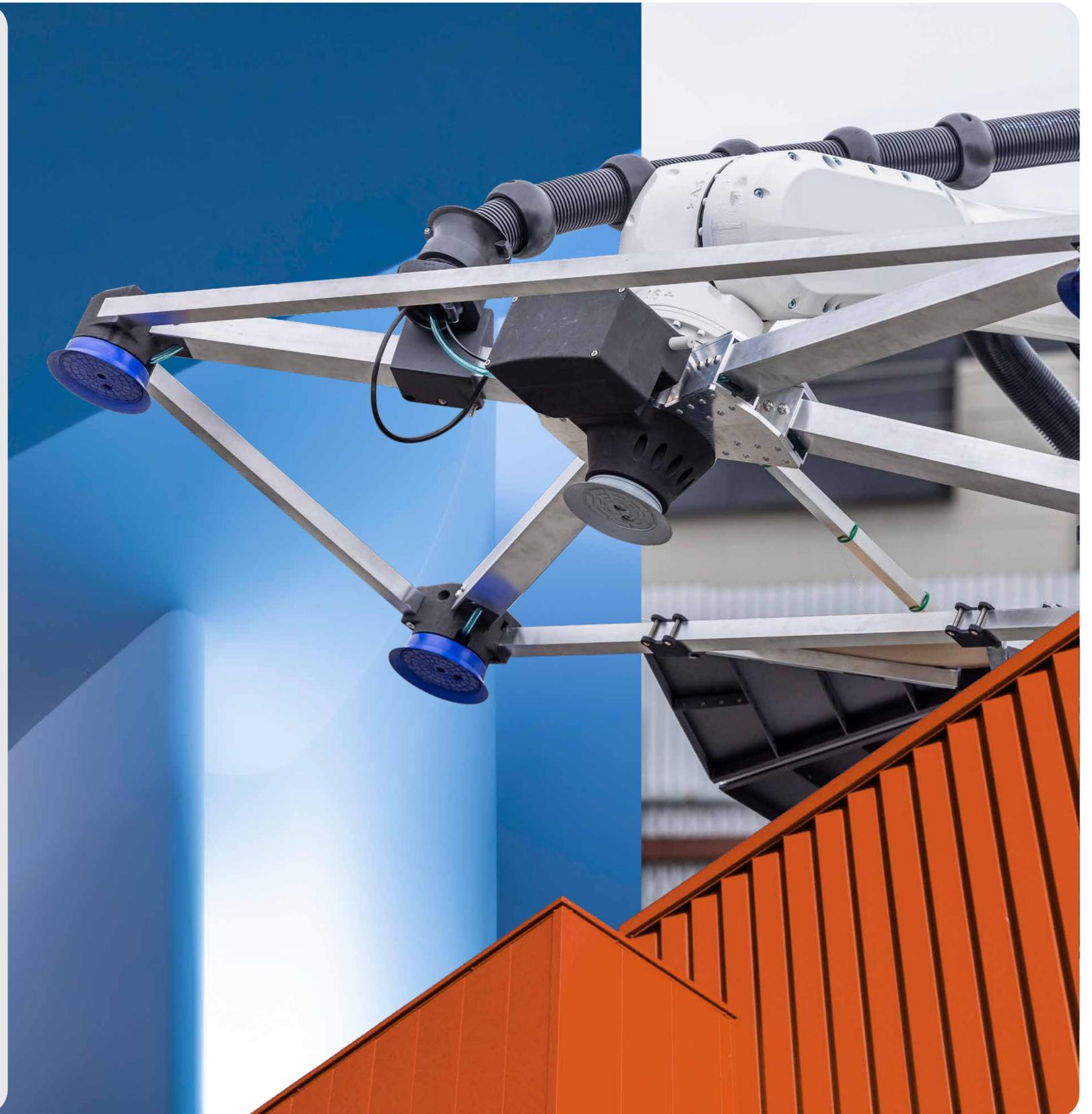
Energy & Materials

Global production sectors are responsible for one-fifth of carbon emissions, consuming 54% of the world's energy sources.[40] Increasingly, regulations, investor pressures, and customer expectations are pushing the design and manufacturing industry to reduce its environmental footprint—shifting sustainability from a competitive advantage to a baseline requirement. Staying ahead means embedding sustainable practices into every stage of design and manufacturing.

Forward-thinking companies see every step of the design and manufacturing process as an opportunity to reduce environmental impact, maximize efficiencies, and deliver positive business outcomes.

By using recyclable materials, optimizing product lifecycles, and utilizing technologies like digital twins, companies are already reducing waste, lowering costs, and building resilience in an increasingly resource-constrained world.

As companies reduce their environmental footprint, they are also turning to advanced technologies to drive innovation and efficiency. Among these, AI is emerging as a key enabler—helping manufacturers make smarter decisions, optimize processes, and adapt to shifting demand.

Revolutionizing manufacturing: Autodesk Fusion industry cloud

Fusion, the industry cloud for manufacturing, is transforming how products are designed and made, enabling sustainable, efficient, and connected manufacturing. Fusion integrates 3D modeling, advanced manufacturing, simulation and analysis, electronic circuit board design, and data management solutions into a single cloud platform. This streamlines workflows, reduces waste, and enhances circularity across the product lifecycle. With AI-powered automation and real-time insights, companies can optimize energy use, minimize material waste, and lower carbon impact.

At its core, the industry cloud for manufacturing is built on connected data, automation, and an extensible partner ecosystem. The Manufacturing Data Model and EcoDesigner provide structured insights that help teams assess material impact early in the design process. Manufacturing Sustainability Insights allows real-time carbon impact analysis, while Fusion Extensions enable advanced machining, generative design, and additive manufacturing to optimize resources and minimize production waste.

The Partner Network, including the Sustainability Tech Partner Program (STPP), connects specialized solutions with Autodesk technology—enabling integrations like Makersite and Flexcon to help companies make smarter, more sustainable choices throughout design and manufacturing.

Fusion enables seamless collaboration, automation, and integration with existing workflows. Manufacturers can reduce rework, lower energy consumption, and scale operations with sustainability at the core. By connecting teams, optimizing workflows, and driving efficiencies, Fusion helps companies design and make a better world for all.

Material impact and circularity

In the design and manufacturing industries, where 80% of a product's environmental impact is shaped by decisions made at the design stage, making early modifications is the most sustainable and cost-effective strategy.[41] For instance, prioritizing material efficiency minimizes waste and conserves resources while incorporating circularity principles enhances material usability and encourages recycling through deliberate product lifecycle design. To enable this, Autodesk provides a variety of technology solutions that support sustainable design and manufacturing:

- Manufacturing Sustainability Insights in Autodesk Fusion utilizes Gravity data to deliver real-time carbon impact analysis.

- Fusion Generative Design allows users to create lightweight, high-performance products by simulating real-world requirements and converting them into 3D designs.

- The Fusion Simulation Extension enables users to analyze structural, thermal, and dynamic performance by integrating simulation to optimize manufacturability prior to production.

- Autodesk's Moldflow material database provides sustainability insights, including recycled content, which helps designers choose eco-friendly materials.

- Fusion configurations enhance iterative design by enabling multiple design alternatives within a single model. This minimizes material usage and ensures all parts are correctly utilized across various designs, seamlessly integrating core designs across different workspaces.

- Inventor Professional has several advanced design and simulation features, such as an exhaustive materials library, design automation, a shape generator, and In-Cad Simulation. These features help product developers design products to meet stringent performance and cost requirements, while keeping the weight and volume of the product as low as possible. This reduces material usage and thus downstream material wastage, keeps manufacturing costs low, and lowers carbon footprint.
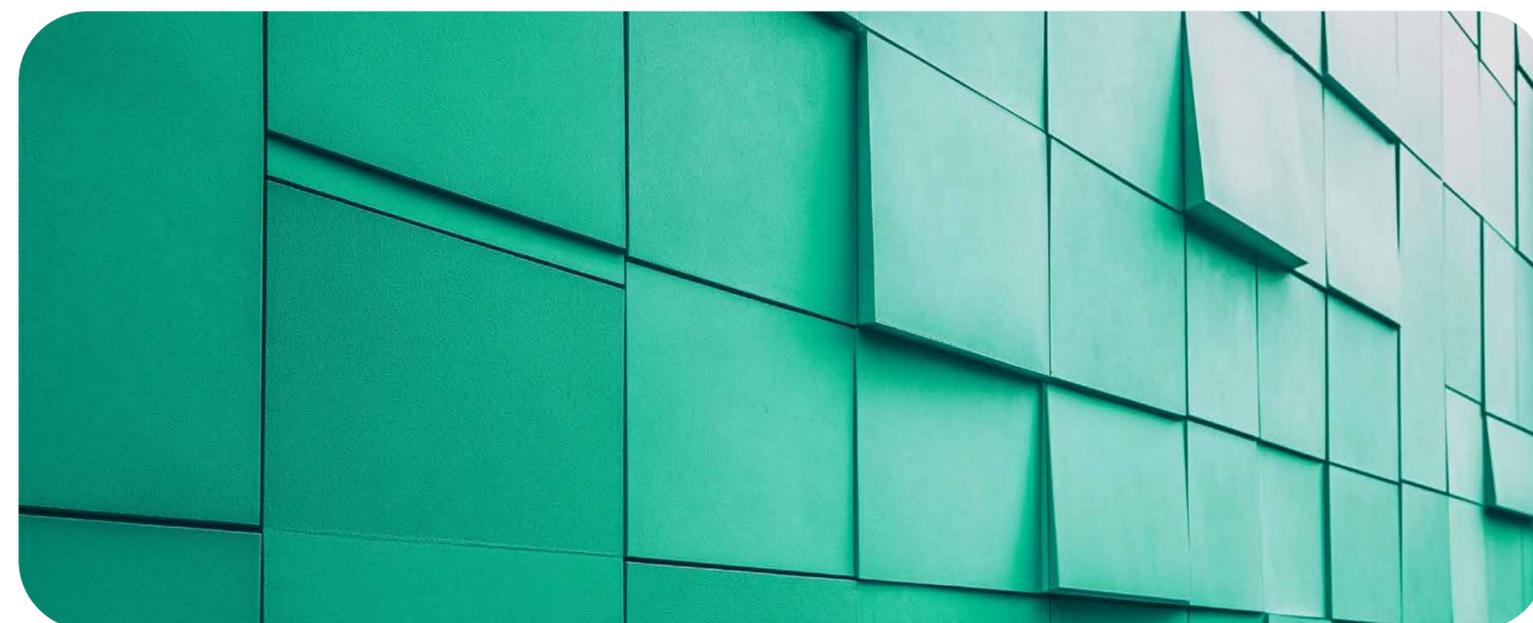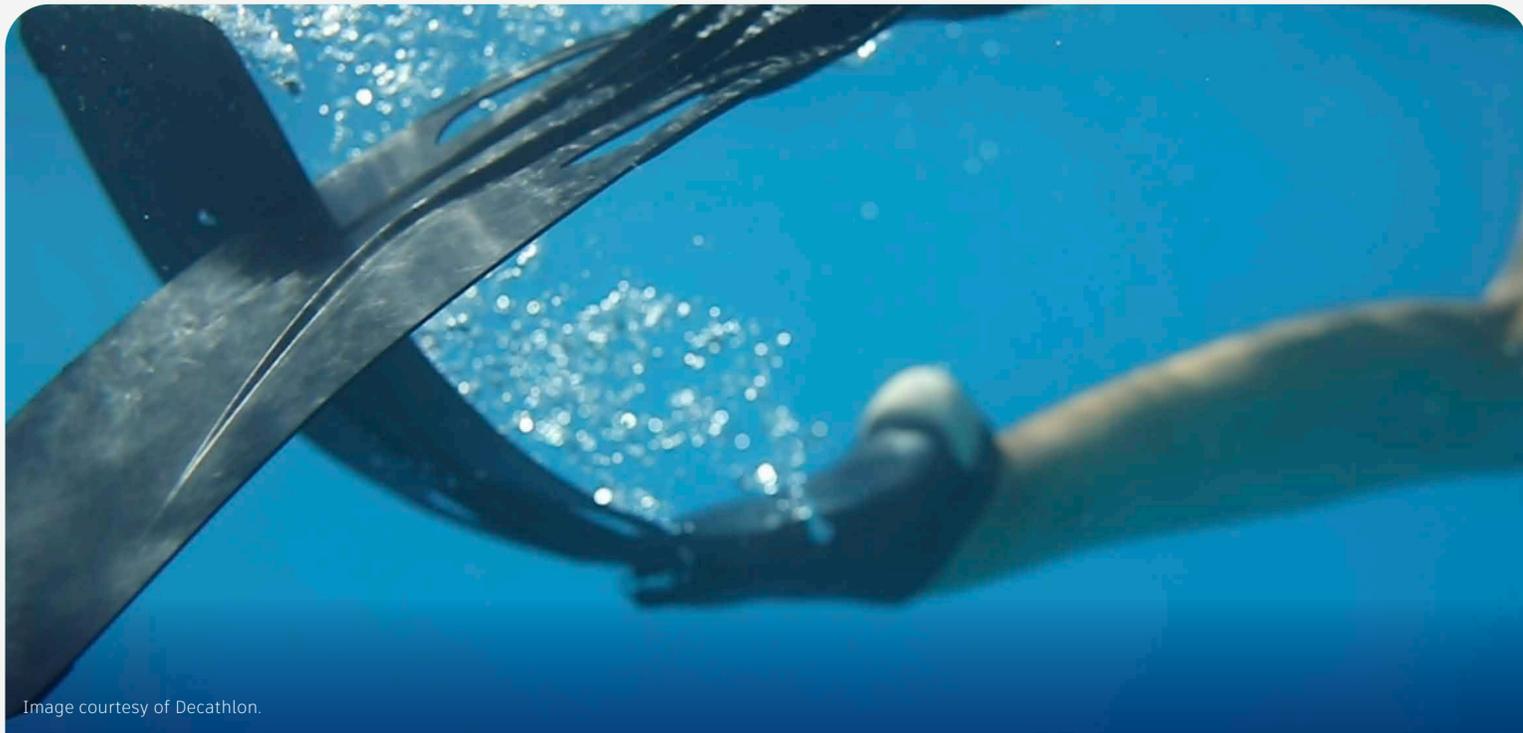
Image courtesy of Decathlon.

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

Using generative design, French sports equipment manufacturer and retailer Decathlon created a diving fin named React that's half the weight and has half the carbon footprint as the market benchmark.

Decathlon recently tackled the challenge of reimagining an iconic piece of equipment for water sports: the diving fin. The objective was to design a fin that would maintain constant stiffness while meeting stringent durability standards and minimizing raw materials use.

The project's turning point was adopting generative design in Autodesk Fusion, which uses machine learning and AI to explore multiple design alternatives based on user-defined constraints. With this technology, Decathlon created complex organic shapes for the fins that enhance performance while minimizing material use. The team simulated hundreds of fin configurations, meticulously analyzing every detail from weight distribution to

fin flexibility. This iterative process confirmed that a simple deformation in the center of the fin was just as effective as lateral reinforcements in promoting optimal propulsion in the water.

The resulting React fin uses 50% less material than its predecessors and slashes the carbon footprint by 50% compared to the market benchmark. It incorporates recycled materials and is crafted from a single type of plastic, for easy recycling at end-of-life.

"We have changed our way of seeing the product. It is no longer just a question of power or speed, but also of lightness, aesthetics, and environmental impact," says Raphaël Vis, circular project leader and designer, who is proud of bringing an innovative product to market soon with Autodesk's help.

→ Learn more

Image courtesy of Powertrust

Renewable energy systems that provide sustainable, safer options for everyone

Powertrust relies on Autodesk Fusion as its product development tool to design new solutions for generators and electricity storage that use the photovoltaic process.

→ Learn more

Image courtesy of Apiar

Integrating 3D printing and lattice geometries in modern watchmaking

Fusion optimized Apiar's CAD/CAM workflow, enabling efficient local manufacturing with minimal waste, prioritizing UK-based sourcing and partnerships.

→ Learn more

Image courtesy of Native Instruments

One platform to bring musician creativity to life

Native Instruments uses Fusion Manage as a central hub to manage its design and engineering workflows, manufacturing, and product lifecycle management for the better.

→ Learn more
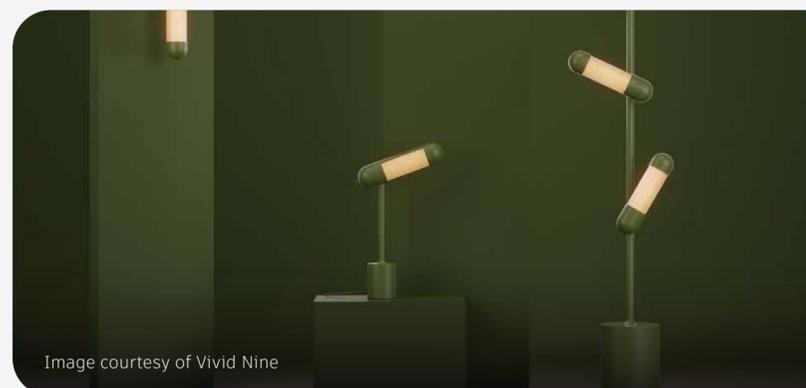
Image courtesy of Vivid Nine

Bringing style and sustainability priorities together

Vivid Nine calculates the carbon footprint of its designs, optimizes products for reduced carbon emissions, and enhances sustainability reports with Fusion and Manufacturing Sustainability Insights.

→ Learn more

Streamlining environmental analysis

EcoDesigner, developed by Pré Sustainability using the Manufacturing Data Model API, streamlines lifecycle assessments by automating data transfer between Fusion and SimaPro. This real-time integration speeds up environmental impact analysis fivefold, enabling designers to pinpoint carbon hotspots early and integrate sustainability insights at the crucial design stage. Users can assess CO_2 emissions, export reports, and track analysis history. By streamlining workflows and enhancing transparency, EcoDesigner enables teams to collaborate and lower emissions of designs across the product development process, ultimately designing for a more sustainable future.

Operational efficiency and smart manufacturing

Optimizing manufacturing processes is a vital driver of sustainability. Now more than ever, companies are focusing on enhancing energy consumption, utilizing digital factories, and attaining production flexibility through digital twins. Digital transformation increases productivity, profitability, customer satisfaction, innovation, sustainability, and collaboration.

39% of businesses have used AI to be more sustainable[42]

44% of industrial machinery firms use AI to enable sustainable outcomes[43]

Digital twins connect the physical and virtual worlds, allowing for real-time monitoring, simulation, and analysis to enhance performance, efficiency, and cost-effectiveness. AI-powered sustainability solutions assist organizations in minimizing resource consumption, waste, and carbon emissions from the initial design phases.

AI also enhances sustainability by optimizing design decisions early, reducing energy use and material waste. According to the *2025 State of Design & Make report*, 39% of leaders are already using AI to support sustainability goals—making it the top sustainability enabler for the second year in a row,

up from 34% in 2024 and 26% in 2023.[44] A digital factory utilizes IoT, AI, and digital twins to optimize production, minimize energy consumption and waste, and improve sustainability. This supports lower carbon footprints and circular economy practices in manufacturing.

Autodesk provides a variety of technology solutions that enable Design and Make companies to achieve greater operational efficiency:

- Fusion's computer-aided manufacturing (CAM) process within Autodesk's manufacturing workspace minimizes downtime and start-up cycles.

- Factory Design Utilities enables manufacturers to design and reconfigure factory floor plans in an integrated digital model, helping them detect inefficiencies that could lead to higher energy and material waste.

- Autodesk Moldflow simulates plastic injection and compression molding, enhancing part quality by tackling warpage, optimizing cooling efficiency, selecting appropriate materials, and reducing cycle time.

- Helios, a FlexSim sustainability module developed by Flexcon, optimizes energy efficiency and reduces costs by assisting facilities in analyzing energy use and implementing dynamic energy policies. When paired with CO_2 intensity and cost data, it offers a comprehensive view of total factory expenses and carbon footprint.

- Fusion Operations is a manufacturing execution system and production tracking software designed to help manufacturers and production companies manage, monitor, and optimize their manufacturing processes. Fusion Operations provides real-time data on production-related activities, enabling businesses to track production efficiency, reduce waste, improve overall operational performance, and facilitate data-driven decision making. Fusion Operations features include production tracking, quality control, performance metrics, inventory management, scheduling, and maintenance.

Supply chain resilience

A resilient supply chain strengthens operations by improving data traceability, transparency, and proactive risk management. It also promotes supplier collaboration and increases sustainability across the entire product lifecycle. Autodesk is committed to helping Design and Make companies achieve enhanced supply chain resilience.

Fusion Manage is a cloud-based product lifecycle management solution that streamlines workflows, enhances collaboration, and improves supply chain visibility. It enables item and bill of materials (BOM) management, requirements management, change management, and supplier coordination. It tracks sustainability metrics and accelerates product development with configurable workspaces for new product introduction (NPI) and quality management. This increases product development efficiency, reduces waste, and helps ensure high-quality and sustainable products. Fusion Manage can integrate to AI-driven supply chain insights, enabling companies to reduce risks, lower costs, and drive sustainability at scale—making supply chains smarter, more adaptive, and future-ready.

→ See a summary of Autodesk Design & Manufacturing solutions that enable sustainable design.

Health & Resilience

Navigating supply chain complexities

In today's dynamic manufacturing landscape, managing supply chain complexities is more critical than ever. Autodesk Fusion Manage enhances supply chain transparency by enabling businesses to track key suppliers, anticipate operational risks, and maintain smooth production workflows. By securely providing the right data at the right time to all stakeholders in the product lifecycle, processes remain reliable, traceable, and aligned with quality standards. This visibility enables organizations to strengthen supplier collaboration, increase supply chain agility, mitigate disruptions, and improve product delivery timelines.

The open APIs within Autodesk Fusion Manage enable seamless integration with other enterprise solutions. Customers can surface critical data in real time, such as inventory levels, lead time, and capacity buffers. This adaptability helps businesses build resilience against market fluctuations, supply shortages, and unexpected disruptions, helping to ensure production stays on track even in uncertain conditions.

Digital twin technology and worker safety

Manufacturers must be able to adapt quickly to shifting production demands while maintaining strict safety standards. Digital twin technology enables organizations to simulate different operational scenarios, providing insights that improve decision making. By running predictive simulations that extend years into the future, manufacturers can assess the long-term impact of their design and manufacturing choices during both the planning and operational phases.

With Autodesk Fusion, product designers can simulate the impacts of stresses and failures in equipment in a digital environment, reducing mechanical risks that could compromise worker safety in the field. Autodesk Factory Design Utilities enables a virtual factory layout workspace to optimize equipment and station layouts, minimize collision risks, and enhance emergency preparedness. By utilizing 2D and 3D design technology, manufacturers can create flexible, data-driven environments that prioritize worker safety.

→ See a summary of Autodesk Design & Manufacturing solutions that enable sustainable design.

Image credit Adæpt

Inclusive design to empower individuals with cerebral palsy

In the United States alone, around 764,000 people currently live with cerebral palsy. They face unique daily challenges when using technological devices due to mismatches between their motor skills and traditional computer input devices. Designer Zexi Ye created the Adæpt device to empower individuals with cerebral palsy to navigate the digital world freely and independently.

Zexi was inspired to create Adæpt by the struggles his childhood friend with cerebral palsy faced. Through extensive research, Zexi understood that the majority of his target market's daily activities involve computer usage.

"Individuals with cerebral palsy live in a world that is not designed for them," says Zexi. "Adæpt wants to help by designing a computer-accessible tool that enables people with cerebral palsy to freely and independently access the digital world."

Adæpt includes two digital elements: Adæpt Tools function as shortcut keys, enabling quick access to software features, while Adæpt Modes adjust how users interact with the system.

The physical touchpad input device accommodates various hand postures and motor skills, and the device offers easy switching between work, social, and entertainment modes to meet diverse needs. Additionally, remote assistance enables caregivers to provide support via a phone app. Autodesk Fusion was instrumental in developing the physical touchpad. Fusion enabled Zexi to transition seamlessly between physical and digital prototyping, which helped ensure that the final design met users' ergonomic needs. Zexi also used Fusion and its slicer software to prepare the models for 3D printing, laser cutting, and CNC machining.

Adæpt enables individuals with cerebral palsy to explore the digital world independently, which fosters an incredible sense of empowerment and dignity.

→ Learn more

Image courtesy of Noel Joyce

Blazing new trails for adaptive mountain bike design

Designed with Autodesk Fusion, Project Mjolnir is an open-source design that aims to make mountain biking more accessible and affordable for people with disabilities.

→ Learn more

Image courtesy of Revo Foods

Plant-based, 3D-printed seafood alternatives to combat overfishing

Using advanced technologies like 3D printing and rapid prototyping supports Revo Foods' goal of creating a wider range of products with a smaller water and carbon footprint.

→ Learn more

Work & Prosperity

Sustainability is not just about environmental responsibility—it is about people. Companies that embed sustainability into their operations help create stronger, more resilient workforces by supporting employee well-being, career development, and access to opportunities. A clear commitment to sustainability also helps attract top talent, as professionals increasingly seek employers whose values align with their own.
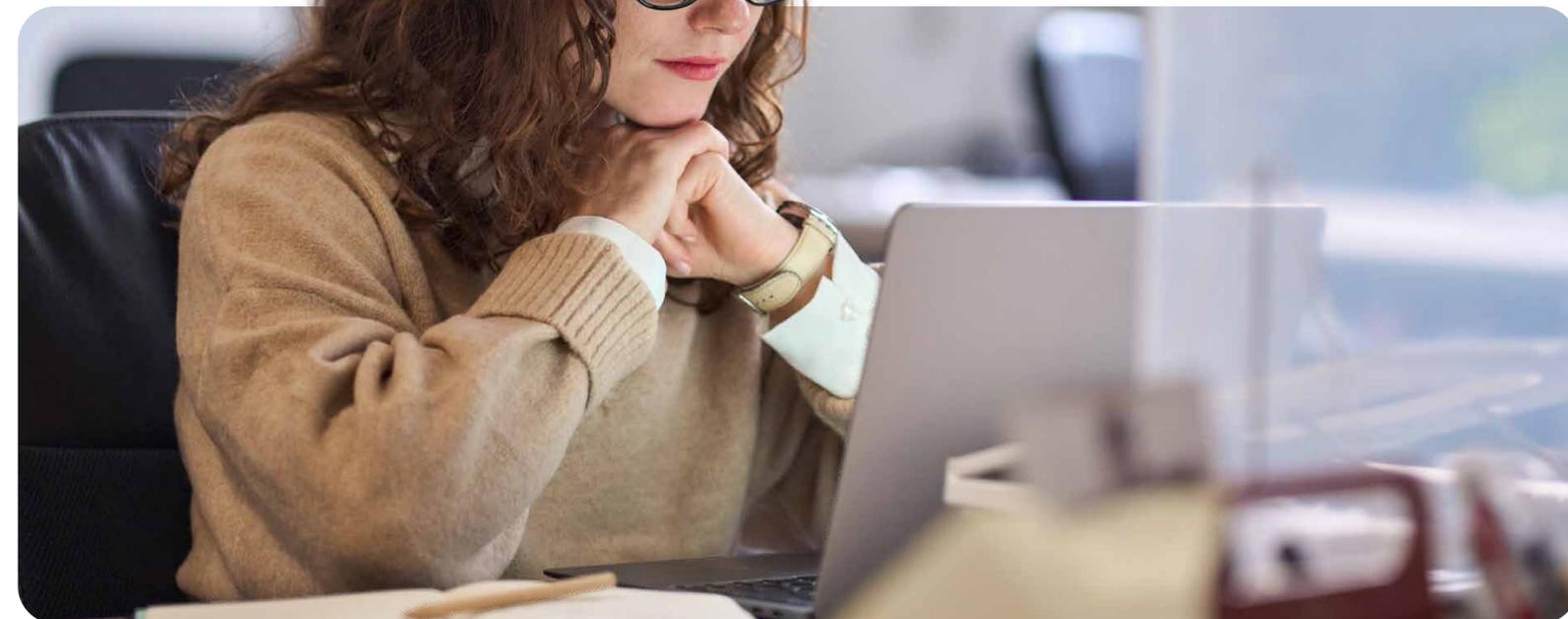
Workforce transformation: upskilling and retention

The design and manufacturing industry has long struggled to find skilled talent—but in 2025, the challenge became significantly more pronounced across all sub-sectors. According to Autodesk's _2025 State of Design and Make report_, the industrial machinery sector, in particular, saw a dramatic rise: the percentage of leaders reporting difficulty in finding new employees with the right technical skills jumped from 25% in 2024 to 65% in 2025.[45] Many cite the sector's outdated image as a barrier, noting that younger workers are often more attracted to industries perceived as more technologically advanced. However, sustainability efforts may be easing talent challenges—especially at digitally mature companies. Seventy-five percent of leaders at these companies say their sustainability initiatives help attract and retain talent, compared to 54% at less digitally mature firms.[46]

Building skills for the future

Autodesk Certification helps professionals validate and expand their skills in digital design and manufacturing, benefiting both students and experienced workers. According to Autodesk's _2025 State of Design & Make_ report, 61% of business leaders worldwide say new employees with the right technical skills are hard to find—up sharply from 45% the previous year. Nearly half (49%) also report letting people go due to a lack of technical skills,[47] underscoring the growing urgency of upskilling efforts. To meet these growing demands, Autodesk offers certifications in areas such as CAD for Mechanical Design, Inventor for Mechanical Design, CAM for 2.5-Axis Milling, Design for Manufacturing, and Generative Design for Manufacturing with Fusion, helping to ensure professionals are equipped for evolving industry demands.

> In a tight labor market, companies that lead with sustainability stand out.
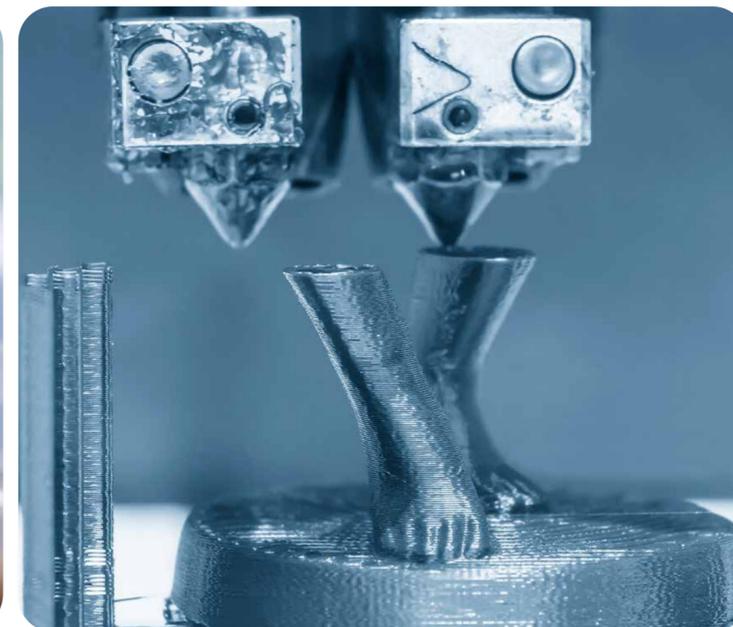
Autodesk provides a comprehensive learning platform that offers a wide range of resources, including on-demand courses, tutorials, certification preparation, and teaching curriculum and resources, enabling customers to enhance their skills at their own pace.

As AI transforms manufacturing, companies must ensure their workforce is prepared to work alongside intelligent automation. Autodesk is integrating AI-powered tools into training programs, enabling employees to develop skills in AI-assisted design, automated simulation, and smart manufacturing workflows. These advancements help professionals focus on higher-value problem solving while AI streamlines repetitive tasks. With hands-on training in AI-driven tools, businesses can future-proof their workforce and drive continuous innovation.

→ Learn more in Education.

→ See a summary of Autodesk Design & Manufacturing solutions that enable sustainable design.

Media & Entertainment

Image courtesy of Corridor Digital

Image courtesy of z-emotion

Energy & Materials

The media and entertainment industry's carbon footprint across gaming, film, and TV has a major global impact. Contributing to this impact are inefficient workflows like re-creating assets within the same project, production travel, and the power and energy required to produce content.

In the film industry, one of the largest sources of GHG emissions is fuel.[48] On average, movies can emit between 391 metric tons for a small film and up to 3,370 metric tons of CO_2e for a major production.[49]

To reduce their energy and carbon footprint, M&E organizations are increasing their focus on sustainability and taking collective action. Industry leaders are also creating partnerships to further sustainability efforts, such as the Sustainable Entertainment Alliance, which includes Netflix, Disney, A24, and Paramount.

Embracing sustainability reduces costs and optimizes operations by utilizing advanced technologies like AI, adopting more efficient work practices, and preparing a future-ready workforce.

Embracing cloud-connected workflows for sustainability

The cloud has become an invaluable part of the film and TV production process. Cloud-based pipelines promote sustainability by connecting remote teams, facilitating real-time collaboration, and reducing unnecessary travel. In the film industry, virtual production has evolved from an emerging technique to a must-have for many productions looking to reduce on-site staff and accelerate post pipelines.

Several Autodesk solutions support more efficient cloud-based workflows:

- Autodesk Flow Production Tracking is a cloud-based production management and review tool that enables VFX, animation, and games teams to track and manage projects collaboratively, regardless of where they are located.

- Autodesk Flow Capture is a powerful and secure cloud-based dailies and review tool that streamlines collaboration between production and post-production teams.

AI-enhanced workflows

Using AI-driven tools enhances efficiency while enabling content creators to concentrate on higher-value work. According to Autodesk's 2025 State of Design & Make report, leaders in M&E face significant disruption but remain optimistic for the future. M&E leaders are more likely to say that AI will destabilize their industry than those in AECO and D&M. This is already being demonstrated by the strikes and unionization efforts by writers, actors, and game developers to ensure AI doesn't endanger job security. Amid this concern is an optimism for AI in the future of the industry, with 71% believing AI will enhance the industry, which is slightly more than leaders in other sectors.[50]

71% of M&E leaders believe AI will enhance their industry[50]

AI-powered capabilities in Autodesk solutions enhance efficiency and creativity, while decreasing computational demands:

- Autodesk Flow Studio (formerly Wonder Studio) is an advanced cloud-based AI 3D toolset that seamlessly transforms real-world footage into fully editable, pipeline-ready CG scenes—without the need for complex setups. It automatically generates essential export elements such as motion capture data, camera tracking, alpha masks, clean plates, and character passes—ready for use in 3D tools like Maya, Blender, Unreal, and 3ds Max via USD.

- Flow Generative Scheduling uses complex production data to create schedule scenarios in minutes.

- Maya's ML Deformer empowers artists to be their most creative when working with complex characters. The tool processes complex deformation systems and represents them with a fast, machine-learned approximation.

- Flame's machine learning-enabled features allow artists to automate repetitive 3D VFX and finishing tasks, such as isolating skies, facial features, and objects in moving scenes.

These innovations save time, computational resources, and energy-intensive rendering cycles.

→ See a summary of Autodesk Media & Entertainment solutions that enable sustainable design.
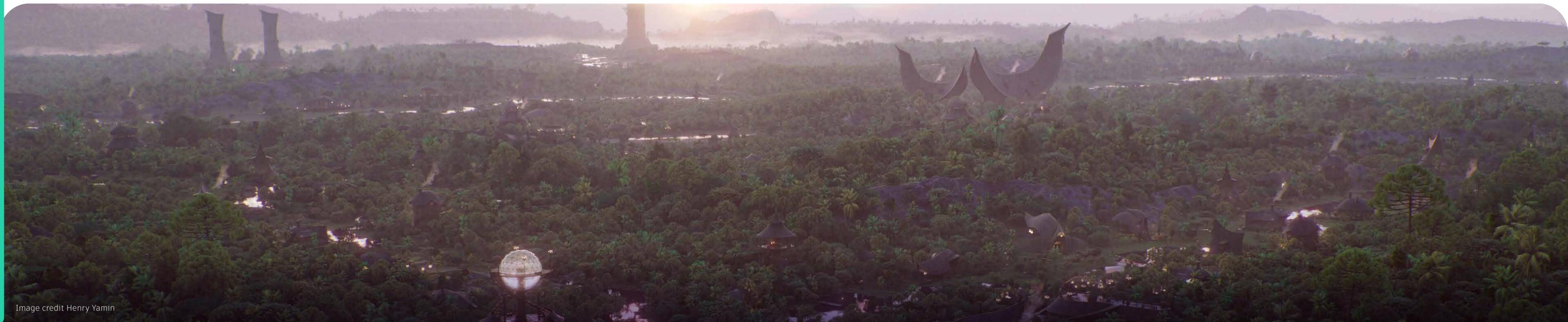
Image credit Henry Yamin

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

Fashion, among the largest global industries, influences popular culture but faces challenges from the rise of fast fashion, which demands quick, low-cost replication of runway looks, impacting the environment with wasteful production and nonrecyclable materials—not to mention the throwaway mentality it encourages. Fortunately, this trend is being countered by growing demand for sustainable fashion—quality clothing made using eco-friendly production methods and materials.

Technology is transforming how clothing is designed, manufactured, marketed, and sold, and Korea-based fashion technology firm z-emotion is leading that transformation. The company provides apparel makers and retailers with advanced 3D design and simulation tools—the types used for visual effects and animations in games and films—for use in fashion design, production, promotion, and merchandising.

Designers can use z-emotion's tools to create a clothing collection digitally, by visualizing and adjusting garments on detailed avatars for accurate virtual fittings. The z-weave cloth design software enables garment makers to assess how garments flow and perform under various conditions before physical production. The 3D design process accelerates reviews, iterations, and approvals, and helps create patterns that minimize material waste.

In addition, z-emotion developed a set of plug-ins, including z-maya and z-unreal, that integrate digital fashion creation with industry-standard tools for the media and gaming industries, such as Autodesk Maya and Unreal Engine. These tools bring clothing to life and replace the need for product photo shoots, saving time, materials, and marketing costs.

By merging 3D design technology with fashion business processes, z-emotion helps streamline product development from initial design to final product. This brings its customers improved efficiency, innovation, and consumer engagement, while helping to reduce cost and waste.

→ Learn more

"When we design things virtually, it allows us to test quickly and make changes quickly. That doesn't just save resources. It also saves money, because all those materials we're putting in landfills have a price attached to them. That's the very bottom line of this."

Clare Tattersall
Founder of Digital Fashion Week and The Drip

→ Learn more

Image courtesy of Z-emotion

Connecting data connects people

–and connected people can change the world.

Image credit Tiago Mesquita

Health & Resilience

As demand for higher-quality content has surged in recent years, the supply chain for creating films, TV shows, and games has significantly expanded. More teams and studios are now involved throughout the production lifecycle, leading to a critical need for interoperability between the various tools used by M&E professionals.

A connected pipeline is a sustainable pipeline. By streamlining workflows and minimizing rework through open standards and the reuse of digital assets, businesses can achieve substantial time and cost savings while optimizing resource utilization. The benefits of interoperability are diverse and powerful:

- Reusable assets allow content from a franchise to be easily utilized across movies, TV shows, and games without the need for rerendering or rebuilding.
- Streamlined work processes enable a frictionless pipeline with smooth interoperability both inside and outside of the Autodesk ecosystem.
- The optimization of supply chains, workflows, and resources across processes helps ensure sustainable outcomes.

Today's content creators depend on critical standards like OpenUSD to enhance the portability of assets across projects, studios, and tools. Autodesk has integrated robust support for standards like OpenUSD into Maya, 3ds Max, and Arnold, ensuring that quality is maintained as assets move through the pipeline and preventing time-consuming and costly rework later in production. Efficient interoperability for studios drives sustainability; once an efficient pipeline is established, it can be reused for future projects and evolve to meet the studio's needs.

→ Learn how Norway-based animation studio Qvisten Animation conquers creative workflow complexities with OpenUSD.

Autodesk is a founding member of the Alliance for OpenUSD (AOUSD), a nonprofit organization dedicated to promoting 3D content interoperability through OpenUSD. Standardizing the 3D ecosystem enables developers and content creators to describe, compose, and simulate large-scale 3D projects and build an ever-widening range of 3D-enabled products and services.

By fostering interoperability between Autodesk and third-party solutions, global teams can collaborate seamlessly, significantly reducing the need to recreate 3D assets and conserving valuable resources.

→ See a summary of Autodesk Media & Entertainment solutions that enable sustainable design.

Image courtesy of Qvisten Animation

Work & Prosperity

In the aftermath of the COVID-19 pandemic and 2023 labor strikes, appropriately meeting hiring and workforce needs has become a major priority for the media and entertainment industry. Companies face a dynamic employment environment driven by cyclical workforce shortages, unpredictable staffing requirements, and a need for upskilling.

Production teams have to remain agile when inevitable changes arise during the lifecycle of a project. Generative Scheduling in Autodesk Flow helps producers to create realistic and balanced schedules that allow them to stay ahead of project needs. This predictive scheduling can improve decision making related to hiring and balancing work across creative teams, contributing to maintaining a healthy and sustainable workforce.

Developing in-demand skills

The M&E workforce needs to acquire in-demand skills and focus on predicting future workforce demands, including internal training programs and the necessary resources to support these initiatives.

According to Autodesk's _2025 State of Design & Make report_, 59% of M&E leaders are struggling to find workers with the right technical skills. To address this gap, M&E leaders plan to increase their investment in digital skills training, contrary to the drop in digital investments seen across AECO and D&M.[51] Informed by the disruptive impact of AI, IP concerns, and union strikes, the M&E industry is looking to minimize further disruption and keep pace with rapidly advancing technology in the sector.

Autodesk recognizes the importance of a sustainable workforce and aims to equip current and future M&E workers with essential in-demand skills. The Autodesk Certified User certification validates and highlights foundational software skills and knowledge for Autodesk Maya and Autodesk 3ds Max.

→ See a summary of Autodesk Media & Entertainment solutions that enable sustainable design.
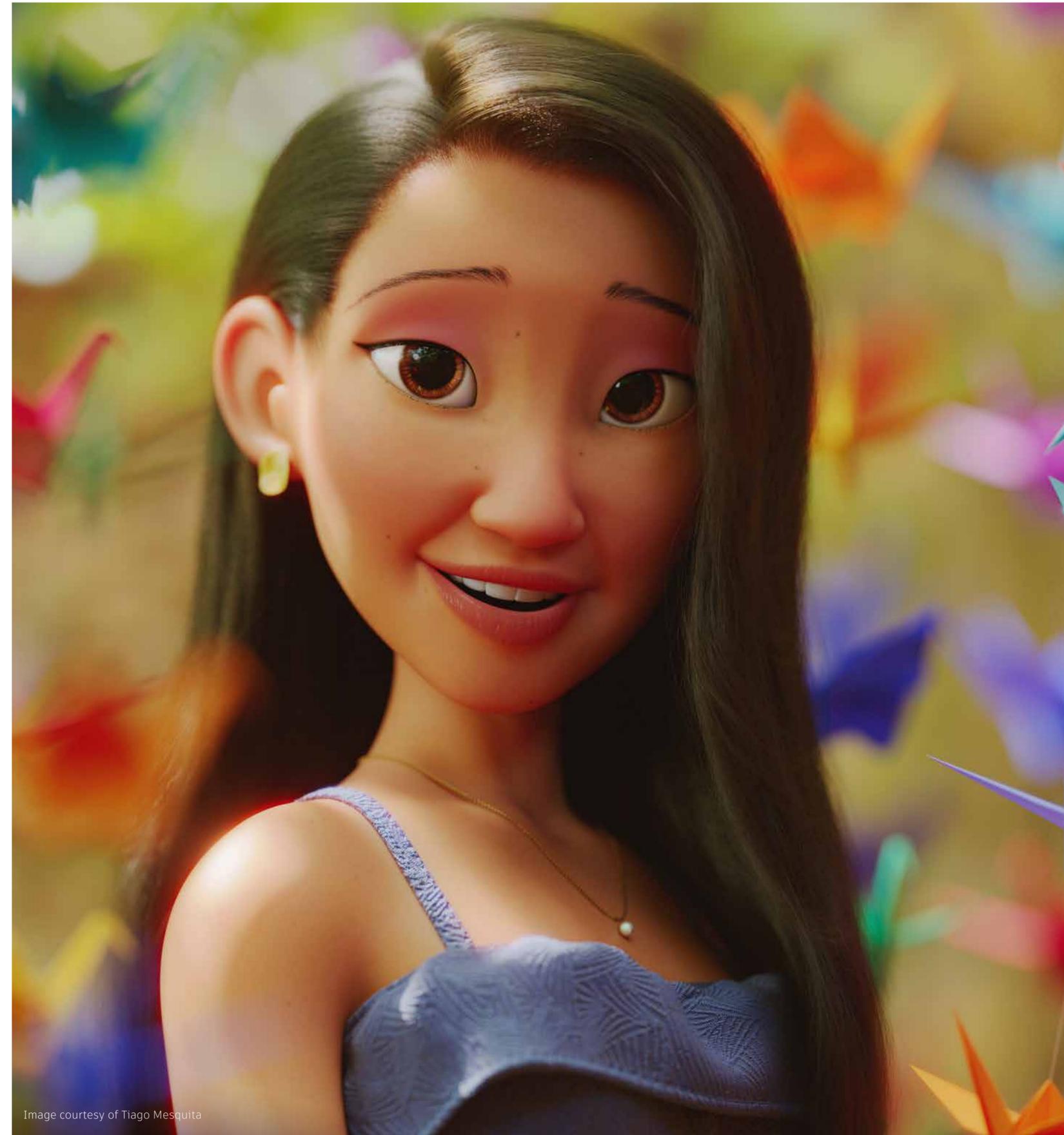
Image courtesy of Tiago Mesquita

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

SuperGenius, a leading third-party studio in the games industry, enhances its product development through Autodesk solutions. The company focuses on adaptability, sustainability, and growth while creating sought-after games ranging from God of War Ragnarök to Magic: The Gathering Online. For its wide-ranging needs, the gaming company uses Autodesk Maya, 3ds Max, and MotionBuilder. These tools help the team streamline technical steps so that artists and creatives can focus on what they do best.

SuperGenius is attentive not only to its work but also to the team behind it, believing they are intertwined. At every stage, from hiring to the final steps before delivery, the team brings a diverse skill set and integrates core values of teamwork and empathy into each project. With low turnover and a focus on self-development, the SuperGenius staff have the opportunity to refine their skills, making them more agile as artists and developers— and making the company more appealing as a top-tier studio. The artists are rarely daunted by the need to step out of their comfort zones and support one another at every stage of the creative process.

According to Andrew Williams, senior animator at SuperGenius, "We're constantly building our résumé of software and programs and anything that comes at us. We like to have a group of people capable of doing all aspects of video games, no matter what it is—from the modeling to the texturing, all the way through the entire pipeline. That also makes us applicable to many different companies because we have so many people with so many hats that can do so many different things and jump into a project and hit the ground running."

→ Learn more

Image courtesy of SuperGenius

Education

At Autodesk, we are committed to empowering the next generation of Design and Make industry leaders with the technology to build a more sustainable and resilient future. By helping to prepare students to excel in the workforce, we equip them to solve the world's most pressing challenges and drive the innovations that will shape a brighter tomorrow.

Our primary areas of focus in education are:

Toolset
Autodesk empowers students worldwide by providing access to its full portfolio of industry

leading software—the same tools professionals use to design and make the world around us. Autodesk offers resources, curriculum support, and guidance to help educators integrate our software platforms into classrooms, bridging the gap between education and industry.

Skillset
Autodesk prepares students for a rapidly evolving workforce, supporting them throughout their design and make learning journey. Starting with Tinkercad, students build foundational skills in 3D design, robotics, coding, and more. As they progress, Autodesk provides access to professional-grade tools, enabling students to develop the skills to meet industry needs and thrive in the future of work.

Mindset
At Autodesk, we believe that when you can make anything, you can be anything. By providing educators with the latest technology and learning resources, we help prepare students for the future workforce and empower them to create lasting positive impact.

Autodesk education resources include:

Autodesk Education plan
The Education plan offers verified students and educators free access to Autodesk's professional-grade software portfolio along with support and other resources. In FY25, millions of students used Autodesk software to learn design and make skills.

Students, educators, and educational institutions can access the latest Autodesk product updates and certifications through our Education Community. They also gain valuable insights on workforce readiness, teaching trends, industry changes, and upcoming events and competitions.

→ Learn more

Autodesk learning and certification
Autodesk offers industry-validated skill-building modules, teaching resources, and certifications for both professionals and students. Our certifications are aligned with specific products and roles, demonstrating job readiness and equipping learners with in-demand skills. For educators, these certifications ensure they keep pace with industry-standard tools, enhancing their teaching and preparing students for success. With tailored learning pathways in architecture, engineering, construction, product design, and manufacturing—plus specialized projects for machinists and mechanical engineers—Autodesk supports the ongoing development of millions of design and make professionals worldwide.

→ Learn more

Tinkercad
Tinkercad is a free app that equips the next generation of designers and engineers with the foundational skills for innovation: 3D design, electronics, and coding. Tinkercad has been trusted by over 90 million people around the world to bring ideas to life and enables educators to build students' STEM confidence by bringing project-based learning to the classroom. When students are ready to advance, Tinkercad provides a seamless path to Autodesk's professional-grade software so they can take their projects to the next level.

→ Learn more

Autodesk University
Autodesk University (AU) is a global learning community dedicated to design and make professionals. AU provides immersive conference experiences and year-round access to free online learning resources. During FY25, the AU website attracted over 2.2 million visits, with users consuming more than 65,000 hours of instructional videos.

→ Learn more

We prepare the next generation

of design and make leaders in sustainability.

Preparing the next generation for sustainable innovation

According to industry predictions, design and manufacturing will see an ongoing convergence of data, machines, and collaboration in the coming years. Hiroto Hamane, professor of mechanical systems engineering at Kogakuin University in Tokyo, Japan, wants to prepare his students for this future and is teaching Autodesk Fusion, a cloud-based Design and Make technology that empowers 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. Teams gather from around the world for this event and innovations are often announced, so the teams receive a lot of industry attention.

Unlike other teams that refined existing designs, Kogakuin students created their car from scratch. They used Autodesk Fusion to collaboratively design and test their virtual vehicles before bringing the final design to life. Autodesk Fusion supported innovation and coordination throughout the process, enabling team members to use in-product communication, discuss difficulties and progress, easily share models and part designs, and perform analysis and simulations before producing the physical parts.

The team then put the solar-powered vehicle to the ultimate test by successfully driving more than 3,000 kilometers through the Australian outback. In recognition of this project and other efforts, Kogakuin University won a Design and Make Education Award at Autodesk University 2024. Hamane's unique approach and passion for teaching has inspired countless students and led many to land jobs at major Japanese automakers, proving that creativity coupled with real-world professional skills is a powerful combination.

> "When collaborating, we can dream up a brand-new vehicle and actually create, in our case, a vehicle that uses neither electricity nor gasoline," Hamane says. "I hope the next generation will continue to challenge the status quo and move forward with Autodesk Fusion in their careers."

→ Learn more

Image courtesy of Kogakuin Univeristy

Supporting the next generation of industry leaders at WorldSkills 2024

Isabelle Barron after winning the gold medal in digital construction at EuroSkills 2023.

For more than 19 years, the partnership between Autodesk and WorldSkills has inspired the next generation of innovators to design and make a better world. Through international cooperation and development between industry, government, and educational institutions, WorldSkills promotes the benefits of and the need for skilled professionals across nearly 90 country delegations.

WorldSkills Lyon 2024 took place in September 2024. Over six days, an estimated 250,000 people attended the event in France, where about 1,400 competitors from over 70 countries and regions competed in 59 skills, from digital construction to mechanical engineering and additive manufacturing. Competitors vied for gold, silver, and bronze medals after years of training.

This experience can have a deep and lasting impact on participants. For example, Isabelle (Izzy) Barron's road to digital construction began in college where she discovered her love for design, mathematics, and physics, which led her to pursue a degree in architectural

technology. One of her lecturers at Sheffield Hallam University highlighted WorldSkills, and Izzy started participating in WorldSkills UK competitions.

Following on her success winning a gold medal in digital construction at EuroSkills 2023—the European qualifying competition for WorldSkills—Izzy competed in the digital construction category at WorldSkills Lyon 2024. After training diligently while working full-time as a digital construction consultant, she was awarded a Medallion for Excellence.

"Right after university, I went straight into a job as an architectural technologist from what I'd directly studied," she says. "But through the WorldSkills competitions I discovered the BIM manager roles and doing more things with model coordination and documentation. I found through the competition that you could do that as a job, which helped me change direction to do what I love."

→ Learn more

Basile Menassol on stage as the 2023 French national champion for mechanical engineering.

Basile Menassol, currently in his fourth year of engineering school in France, won a gold medal for mechanical engineering at the French national competition in 2023 and trained intensely to compete in that category again at WorldSkills Lyon 2024. These experiences have provided Basile a great opportunity to learn new skills, in particular Autodesk Fusion, and he also values the interpersonal skills gained through the competitions.

"When they call the names for the final podium, you don't know your ranking," he says, referring to the French national competition. "They called the second-place winner, and it wasn't me. And then when they called me for first place … it was just the best sensation in the world. It takes a lot of work, but it's amazing."

→ Learn more

Oscar McNaughton at a WorldSkills UK event.

Oscar McNaughton's entry into the world of competitive skills began after completing his master's degree in design (with a focus on additive manufacturing) at the University of Plymouth, UK. His manager at the advanced manufacturing facility where he works—who is also a WorldSkills UK competition organizer for CNC—encouraged him to try.

Participation in the WorldSkills UK competitions has had a profound impact on his career. But it is not just the new technical skills he is acquiring with Autodesk Fusion—it is the soft skills too. "With Team UK, we are learning a lot about teamwork and dealing with stress," Oscar says. "We've done sessions that help us get out of our own comfort zones in more structured ways. For me, confidence building and maintaining a healthy mindset can be game changing at this level."

→ Learn more

Transform industries

We recognize that progress to address the risks of climate change and inequality requires collaboration and partnership across our entire ecosystem. By catalyzing technological innovations, participating in collective action with our stakeholders, and strengthening market incentives for sustainability, we can transform industries.

→ **Autodesk Foundation**

→ **Partnership**

→ **Research**

→ **Public policy**

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.

Autodesk Foundation

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

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
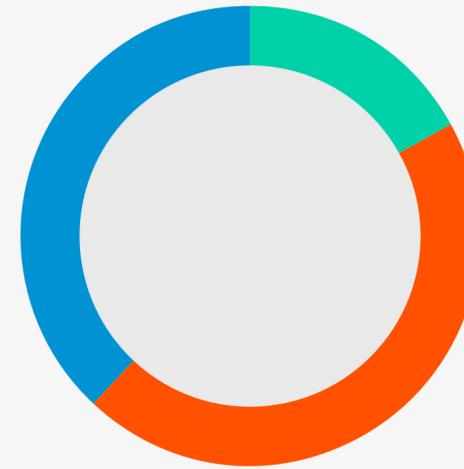
Financial capital distribution in FY25

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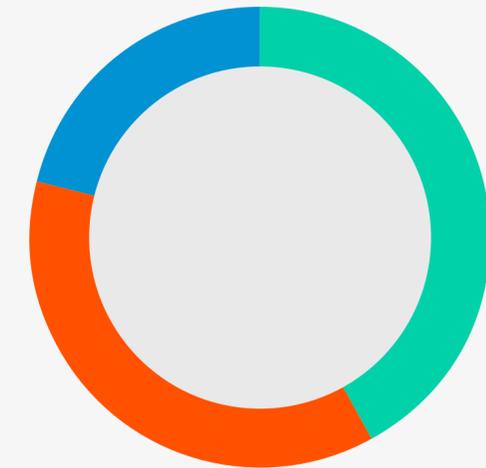
- **42%** Energy & Materials
- **37%** Health & Resilience
- **21%** Work & Prosperity

Autodesk Foundation portfolio reach

112 countries

During FY25, the Autodesk Foundation portfolio organizations' programs and offices spanned across 112 countries.
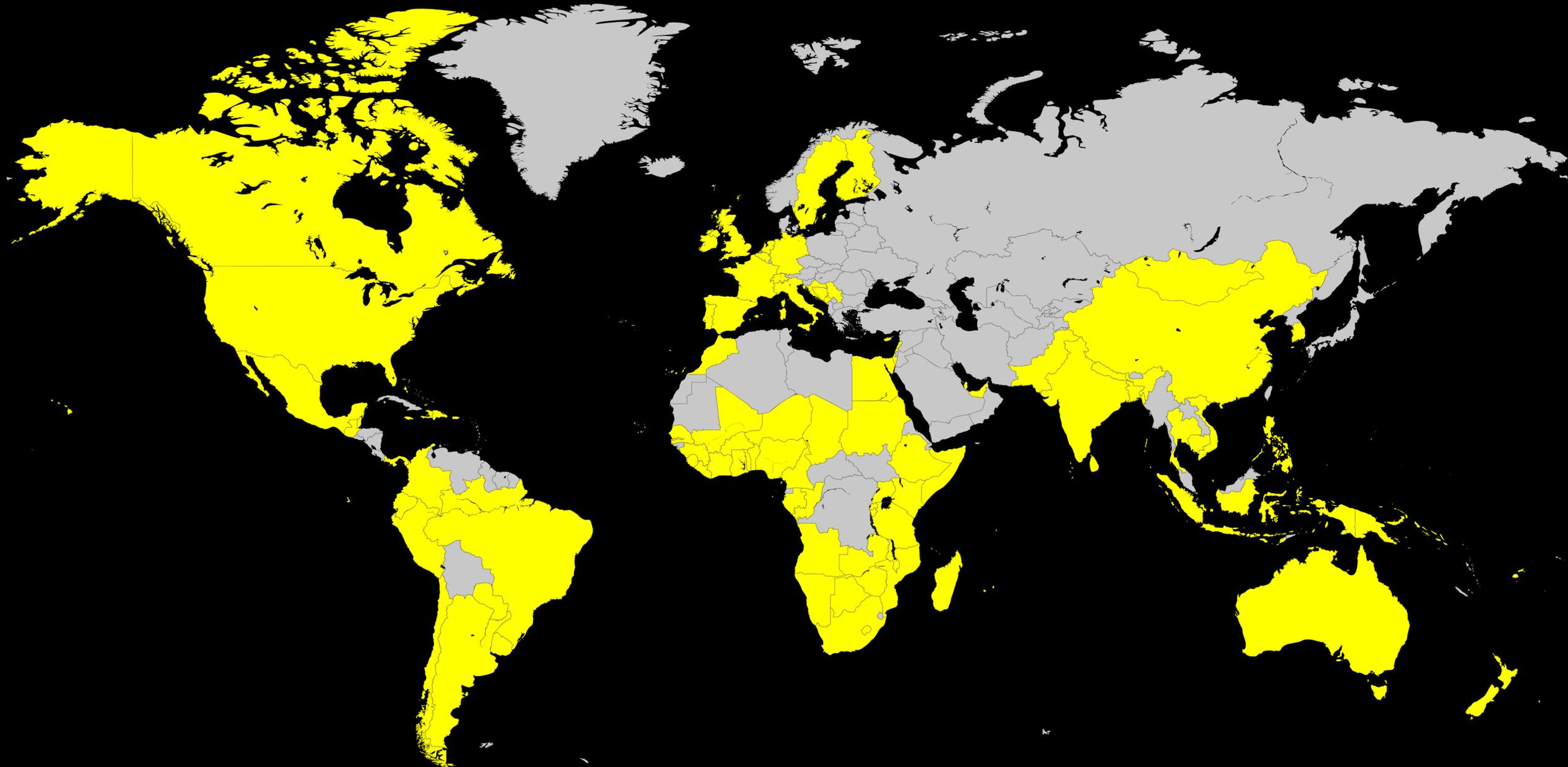
The Autodesk Foundation portfolio achieved the following:[1]

15 million+

individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development[2]

1.4 million+

metric tons CO_2e of GHG emissions reduced in 2024

170,000+

individuals obtained new or improved jobs in 2024

→ Learn more about the Autodesk Foundation's approach to impact measurement and management.

→ See a summary of impact metrics in the Data summary.

Portfolio impact: breadth, depth, and durability

The Autodesk Foundation measures and manages portfolio outcomes derived from its investment strategies in the areas of climate mitigation, climate adaptation, and workforce. In partnership with its portfolio organizations the Autodesk Foundation collects, calculates, and analyzes a comprehensive set of metrics that enable understanding of effectiveness in terms of breadth (the number of individuals reached), depth (the quality of impact), and durability (the lasting nature of the impact over time). These insights inform decision making, ensuring that resources are invested in opportunities with the greatest potential for impact.

Image courtesy of Acumen

De-risking innovation helps create more

sustainable and resilient industries.

Image courtesy of EarthEnable

Energy & Materials

The Autodesk Foundation's Energy & Materials portfolio consists of nonprofits and start-ups that are scaling early-stage technologies with the potential to dramatically avoid, reduce, and remove GHG emissions within our industries.

Targeting early-stage (seed to Series A) technology-driven ventures, it aims to de-risk industry-transforming technologies, specifically in sectors where design and make expertise is particularly beneficial. These sectors include energy production, electrification of heavy transportation, low-carbon materials innovation, building and industrial efficiency, and CO_2 removal.

By helping to decouple economic growth from emissions across construction and manufacturing, the Autodesk Foundation aims to avoid, reduce, and remove global GHG emissions at a meaningful scale and timeline.

Geographic reach

The Energy & Materials portfolio is primarily in the United States, where innovation ecosystems support a robust portfolio of catalytic solutions.

→ Learn more about the Autodesk Foundation's Energy & Materials work, including its theory of change.

Energy & Materials portfolio impact

Metrics	2022	2023	2024
Realized GHG emissions reduction (annual, metric tons CO_2e)*	165,000	255,000	880,000
Potential GHG emissions reduction through 2050 (cumulative, metric gigatons CO_2e)†	20	20	21.7

* Based on data that were self-reported by portfolio organizations.
† Represents cumulative potential GHG emissions reduction of a set of organizations in the Autodesk Foundation portfolio through 2050. Estimates were calculated in the last five years by third-party experts in collaboration with portfolio organizations and the Autodesk Foundation.
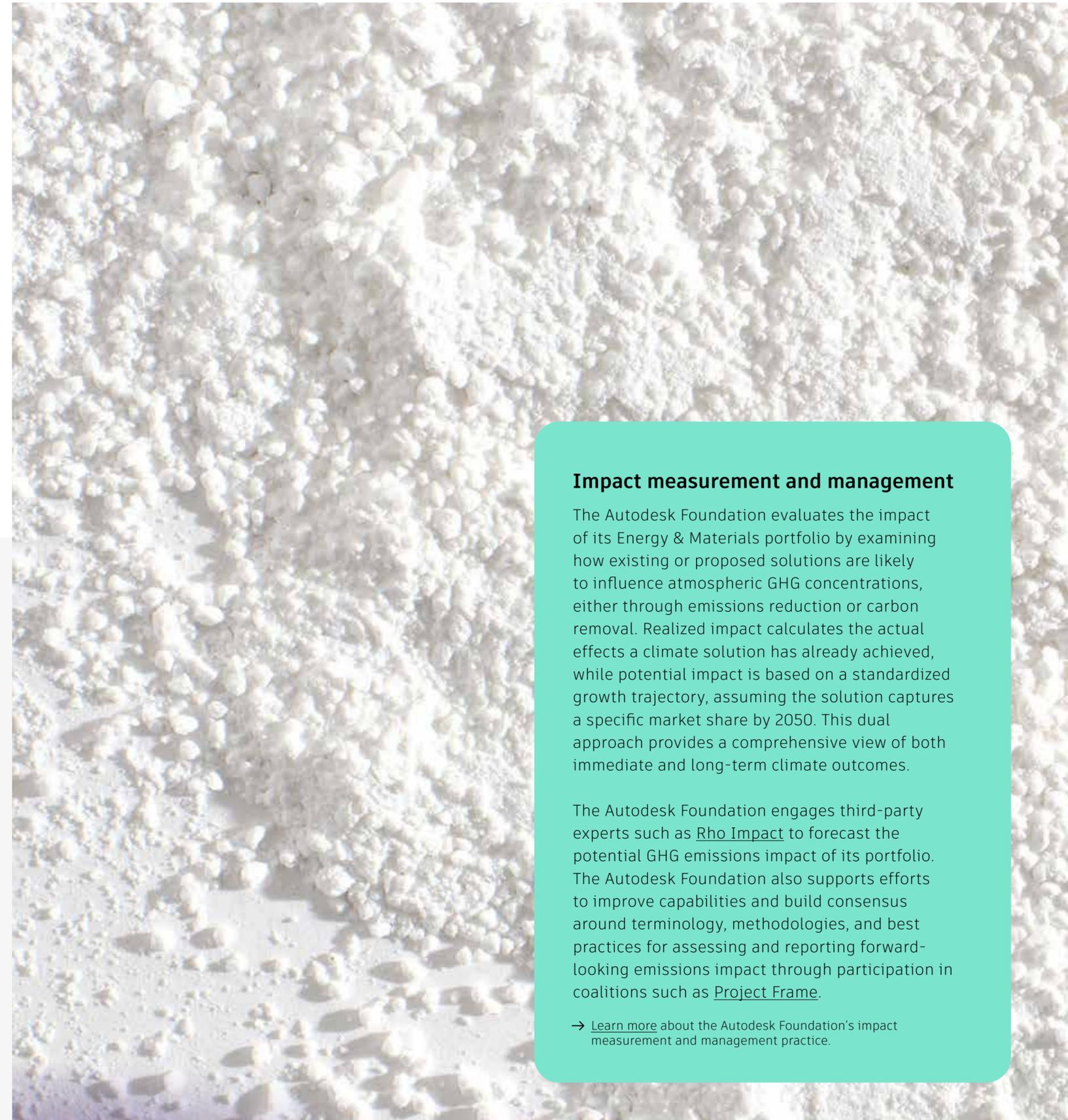
Impact measurement and management

The Autodesk Foundation evaluates the impact of its Energy & Materials portfolio by examining how existing or proposed solutions are likely to influence atmospheric GHG concentrations, either through emissions reduction or carbon removal. Realized impact calculates the actual effects a climate solution has already achieved, while potential impact is based on a standardized growth trajectory, assuming the solution captures a specific market share by 2050. This dual approach provides a comprehensive view of both immediate and long-term climate outcomes.

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 impact measurement and management practice.

Image credit Twelve CO₂ Made

Image courtesy of of Ty Cole and BLDUS

Reinventing traditional architecture with eclectic sustainable materials

Washington, D.C.'s award-winning BLDUS combines architecture, construction, and development to create healthier, more sustainable residences. One example is the Grass House, an innovative design and build that reinvents residential architecture from the inside out.

Grass House takes advantage of several uncommon construction materials, including black locus, cedar, and cypress for exterior cladding, willow branches for interior walls, cork flooring, and even mushroom lighting. Central to the project is the use of renewable BamCore hybrid bamboo-wood-eucalyptus panels for framing, making it the first code-compliant bamboo building on the East Coast.

BamCore's prefabricated, studless Prime Wall system is manufactured using no heat, chemicals, or water. The system sequesters five to six times as much carbon as traditional wood framing and is up to 60% more thermally efficient. "Jack and I zeroed in on bamboo as a material that had been overlooked, could capture a lot of carbon, and had a huge potential in the United States that wasn't being met yet," Andrew Linn, co-founder of BLDUS, says.

BamCore received financial investment from the Autodesk Foundation and in-kind technology donation through Autodesk's Technology Impact Program. The product was designed to be easy for builders to use and for architects to incorporate into 3D design software like Autodesk Revit, bringing operational efficiencies from design to construction.

BLDUS used Autodesk software throughout the design, material selection, and construction process. The Grass House project began in AutoCAD, then was developed and completed with Revit, where the firm also managed its successful LEED Platinum certification.

→ Learn more

Image courtesy of Found Energy

Decarbonizing heavy industry

Found Energy's novel aluminum-based energy carriers are bringing clean energy to the most difficult-to-decarbonize industries on Earth—industrial heating, maritime shipping, and more.

→ Learn more

Image courtesy of Applied Carbon

Sinking carbon, improving soil health

Applied Carbon's mobile technology uses precision automation, remote sensing, and advanced analytics to convert crop residues into biochar, which builds soil health and sequesters carbon.

→ Learn more

Image courtesy of Prime Coalition

Achieving decarbonization technology goals

Via Separations, a Prime Coalition investee, is using AutoCAD and Revit to develop pumps, pipes, valves, and control systems that augment or replace fossil-fuel-powered thermal separation process units with energy-efficient, electrified filtration systems.

→ Learn more

Health & Resilience

The Autodesk Foundation's Health & Resilience portfolio consists of nonprofits, start-ups, and investment funds that scale technology-based climate adaptation solutions to enhance resilience in low-resource communities most vulnerable to climate change.

As the planet warms, climate hazards such as drought, flooding, extreme heat, wildfires, and tropical storms are becoming more frequent and severe. Funding solutions that help communities prepare for, respond to, and recover from these physical climate risks is critical to building resilience. The adaptation solutions in the Health & Resilience portfolio are grounded in design and engineering. These solutions strengthen early warning systems, infrastructure, health

systems, livelihood adaptation, energy access, and food and water security. By introducing climate adaptation technologies and strengthening infrastructure in under-resourced communities, the Autodesk Foundation aims to increase access to essential services and build more resilient social, economic, and environmental systems.

Geographic reach

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

→ Learn more about the Autodesk Foundation's Health & Resilience work, including its theory of change.

Health & Resilience portfolio impact

Metrics	2022	2023	2024*
Individuals directly impacted (cumulative)[†]	74,700,000	109,400,000	14,100,000
Realized GHG emissions reduction (annual, metric tons CO$_2$e)[‡]	2,200,000	2,000,000	550,000

* In 2024, several established organizations graduated from and exited the Autodesk Foundation Health & Resilience portfolio as their grant periods concluded, largely driving decreases in the metrics presented between 2023 and 2024. This is a standard, anticipated process designed to ensure our funding continues to support earlier-stage organizations, where it can have the most catalytic impact.

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

‡ Based on data that were self-reported by portfolio organizations.

Impact measurement and management

The Autodesk Foundation evaluates the impact of its Health & Resilience portfolio by examining outcomes for portfolio beneficiaries. These outcomes focus on enhancing community health and well-being, safeguarding and regenerating natural resources, and fostering economic growth to reduce climate vulnerabilities. This holistic approach helps ensure that investments drive meaningful, long-term benefits for both people and the planet.

To quantify this, the Autodesk Foundation relies on data that are self-reported by organizations in its portfolio. The Autodesk Foundation has engaged 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 impact measurement and management practice.

Image credit Earth Enable

Image courtesy of MASS Design Group

Building a sustainable campus for the world's first climate-positive university

Rwanda has built a new university to teach regenerative agriculture at an industrial scale: the Rwanda Institute for Conservation Agriculture (RICA). Architecture firm MASS Design Group wanted RICA's campus to fit its sustainable curriculum, using technology to achieve its goal.

At RICA, a new generation of farmers is learning to embrace regenerative agriculture practices that can feed more people with less impact on the environment.

"Rwanda is a small country, and it's very hilly, so the space to farm already is very limited," says architect Noella Nibakuze, a design director at MASS Design Group and design team lead for the RICA project. "If our population doubles by 2050, there will be more people and even less land to farm. That's where the whole curriculum started: How can students learn to produce more, in a sustainable way, and on much less land?"

The campus was designed and built by MASS Design Group, who wanted to demonstrate that it was possible to build with low-carbon methods. The campus has opened in phases and encompasses more than 69 buildings, including housing for students and faculty, classrooms, barns, storage, and agricultural processing facilities.

The entire campus is off-grid and will be climate-positive—sequestering more carbon than it emits—by 2040, thanks to long-term reforestation efforts. MASS Design Group sourced 96% of its materials from Rwanda, dramatically reducing emissions from transportation and minimizing long-term waste. Compressed-earth blocks—made of the same soil the students would be stewards of—were a significantly lower embodied carbon building material choice.

MASS Design Group used Autodesk solutions, including Revit, AutoCAD, and Civil 3D, the latter of which was used to design the sustainable water management strategies, including systems for stormwater management, rainwater harvesting, and water-efficient landscaping.

→ Learn more

Work & Prosperity

The Autodesk Foundation's Work & Prosperity portfolio consists of start-ups, nonprofits, accelerators, and investment funds that prepare workers to thrive in the era of automation.

Stark demographic shifts and digital skills gaps are pushing Autodesk industries, and innovators, to reconsider traditional workforce models. Work & Prosperity portfolio organizations address these changing needs through new models of upskilling and reskilling learners and workers to access dignified, in-demand jobs. In FY25, new Work & Prosperity investments included organizations at the forefront and intersection of workforce development and climate resilience.

Geographic reach

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

→ Learn more about the Autodesk Foundation's Work & Prosperity work, including its theory of change.

Work & Prosperity portfolio impact

Metrics	2022	2023	2024
Individuals obtained new or improved jobs (annual)*	21,200	8,800	170,000
Individuals trained (annual)*	27,100	10,000	43,600

* Based on data that were self-reported by portfolio organizations.

Impact measurement and management

The Autodesk Foundation evaluates the impact of its Work & Prosperity portfolio by examining how portfolio organizations improve outcomes for workers. These outcomes focus on equipping individuals with in-demand skills and credentials, expanding access to quality jobs, and driving economic advancement in the face of automation to support workers and foster economic resilience in a rapidly changing job market.

To quantify this, the Autodesk Foundation relies on data that are self-reported by organizations in its portfolio.

→ Learn more about the Autodesk Foundation's impact measurement and management practice.

Image courtesy of Revolution Workshop

Image courtesy of Charger Help!

Progressing electric vehicle charging technology and battery recycling

Electric vehicles (EVs) are gaining popularity but face barriers to adoption, including a lack of reliable public charging stations and a wasteful battery production process with a heavy carbon footprint. Two start-ups are changing what's possible in EVs: ChargerHelp! is utilizing data and upskilling a workforce to help ensure the reliability of charging stations, and Nth Cycle is creating a circular use of mineral resources for EV batteries and a better way to extract them.

ChargerHelp! is paving the way for an electrified infrastructure by offering reliability as a service (RaaS) for charging locations. ChargerHelp! contracts with station operators to have electric vehicle supply equipment reliability technicians ready to support when needed.

ChargerHelp! is also upskilling people for the green economy by partnering with workforce development agencies to reskill potential workers and adopt a training standard designed to get technicians in the field quickly.

Nth Cycle is driving sustainability in the automotive industry with circular battery technology. While EVs reduce greenhouse gas emissions, producing them requires six times the amount

of minerals than conventional cars to manufacture.[3] Nth Cycle uses a decentralized business model to partner with miners, scrap recyclers, and original equipment manufacturers (OEMs) on their metal refining needs to ensure they have a sustainable solution in place.

Nth Cycle's core technology, The Oyster, was designed with Autodesk Fusion to use just electricity and water to target, retrieve, and refine specific metals from feedstock such as cell phones, magnets, and EV batteries. Its refining emissions are 92% lower than traditional mining and 44% lower than current recycling methods.

Nth Cycle is also the first company in the United States to produce mixed hydroxide precipitate (MHP), a nickel product necessary for domestic EV batteries, supporting a stronger local supply chain for the incoming EV boom.

Companies like ChargerHelp! and Nth Cycle are paving the way for this electrified future—and building the workforce to secure it.

→ Learn more
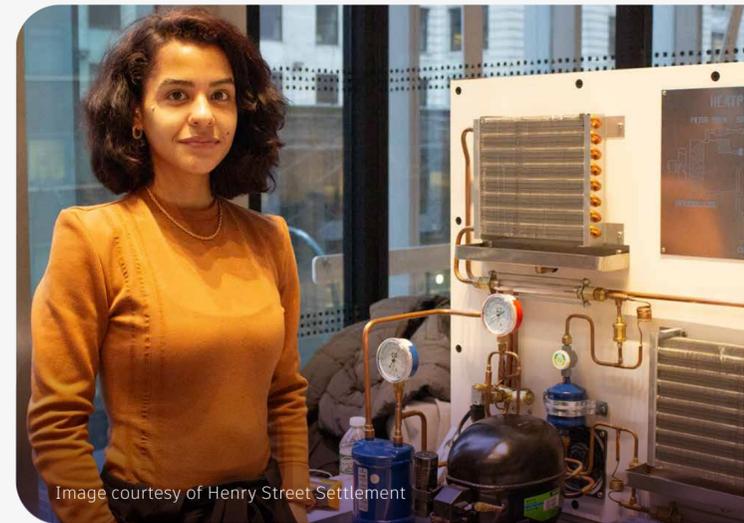
Image courtesy of Henry Street Settlement

Upskilling the workforce of tomorrow

Jane Addams Resource Corporation (JARC) Rhode Island, Revolution Workshop, and Stacks+Joules are breaking barriers and preparing learners and workers for sustainable careers, focusing on upskilling people to have a digital-first mindset applicable to many emerging jobs.

→ Learn more
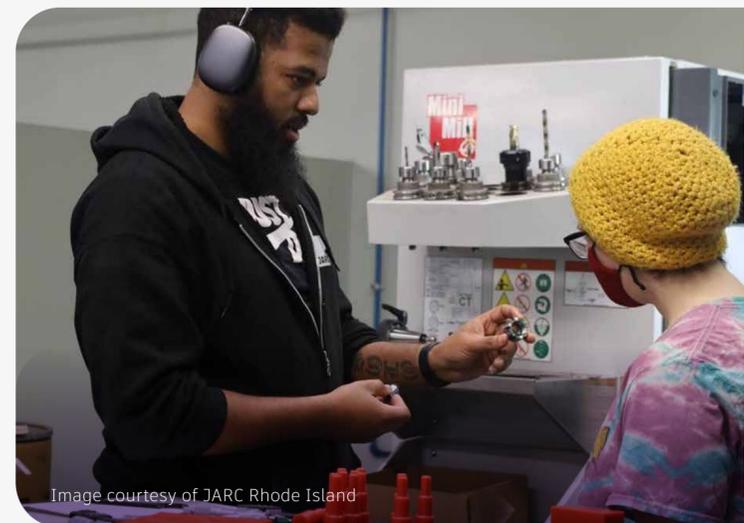
Image courtesy of JARC Rhode Island

Preparing for the future of work

JARC and Revolution Workshop worked with Symetri to conduct train-the-trainer sessions in Autodesk software fundamentals. This gave the trainers the necessary skills to then teach trainees, boosting the employability of both organizations' graduates.

→ Learn more

Image courtesy of Coalfield Development

New approaches for a resilient workforce

Innovation unlocks new possibilities—and also requires new skills. Coalfield Development and JARC educate, train, and retrain the ever-evolving workforce of today and tomorrow and support a culture of constant learning.

→ Learn more

Partnership

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.

We proactively support and partner with sustainability-driven industry coalitions, customers, entrepreneurs, governments, and leaders to:

- Advance standards development and establish clear, shared industry ambitions—particularly where our reach across the value chain can support multi-stakeholder processes

- Drive collective action initiatives—especially where our expertise in data, automation, and AI supports positive industry outcomes

- Aggregate purchasing power and demand for innovation to strengthen market incentives—particularly where we can bring in capital from others and de-risk emerging solutions

- Champion knowledge exchange to foster new avenues for industry collaboration—especially where our relationships with senior leaders can build bridges toward action

- Produce opportunities for collaborative proof-of-concept projects—particularly where joint inputs and collective thinking can accelerate action toward decarbonization

- Inform government ambitions and global policy reforms—especially where our solutions and our customers' work can facilitate public-private partnerships

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.

World Business Council for Sustainable Development (WBCSD)

WBCSD is a global advocacy and networking membership organization that supports collective action to accelerate the system interventions needed for a net-zero, nature-positive, and more just future. Within the WBCSD Built Environment Market Transformation initiative, 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.

In December 2023, at COP28 in Dubai, the UN Environment Programme (UNEP), together with the governments of France and Morocco, launched a new component of the Breakthrough Agenda—the Buildings Breakthrough—a pledge signed by 28 countries to accelerate the transformation of the built environment sector. The initiative aims to strengthen international collaboration to decarbonize the building sector and make clean technologies and sustainable solutions the most affordable, accessible, and attractive option in all regions by 2030.

Autodesk was one of the original 84 signatories of the adjacent Built Environment Market Transformation and helped establish data and digitalization as a primary focus of the framework that unites stakeholders across the value chain to achieve 2030 goals. Additionally, Autodesk participated in the inaugural Buildings + Climate Global Forum in March 2024 in Paris, where over 70 governments signed the Declaration of Chaillot, a global commitment to boost cooperation and strengthen operational implementation of the Paris Agreement in the buildings and construction sector.

In support of the goals of the Market Transformation agenda and in line with the Declaration of Chaillot, during FY25, WBCSD and Autodesk launched a proof-of-concept project with six major architecture and engineering companies to conduct an embodied carbon assessment of a BIM model. This nine-month project led to the publication of "A Path to Alignment in the Built Environment," a report that examines the challenges and opportunities related to conducting whole life carbon analysis to achieve net-zero goals in the building industry.

→ Learn more and watch the video.

First Movers Coalition

The First Movers Coalition (FMC), an initiative of the World Economic Forum, uses collective purchasing power from more than 100 active member companies to send clear demand signals to scale up critical emerging climate technologies.

We are a member of FMC's aviation partnership, a private sector commitment to replace at least 5% of the jet fuel required for our employee business travel with next-generation sustainable aviation fuels by 2030. Through this initiative, 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. In FY25, we collaborated with FMC and the Sustainable Aviation Buyers Alliance to develop technical guidance for high-quality, power-to-liquid SAF.

→ Learn more

UN Climate Change Conference (COP29)

In FY25, Autodesk continued our engagement at the the UN Climate Change Conference, attending COP29 in Baku, Azerbaijan. 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.

Autodesk partnered with UNEP and GlobalABC to present the Buildings + Cooling Pavilion in the Blue Zone, the formal conference and negotiation space. This Pavilion aimed to bring together the entire built environment value chain and the cooling community, creating a unified voice to drive building decarbonization and resilience, while addressing the challenges of extreme heat and sustainable cooling.

Our involvement also included speaking engagements and collaborative activities with WBCSD, Business Council for Sustainable Energy, USGBC, and UNEP. During the event, Autodesk participated in curated panels and closed door sessions, including a ministerial meeting on climate and urbanization for which Autodesk was one of only four private-sector companies invited.

In advance of COP29, Autodesk endorsed the Mission Efficiency Pledge, urging continued and intensified efforts to accelerate energy efficiency progress, and also signed the We Mean Business Joint Business Statement, urging governments to phase out fossil fuels. We remain committed to using avenues like COP to promote information sharing between government and industry, and to catalyze efforts that advance more sustainable industries.

→ Learn more

Sustainability Leaders Summit

Created and convened by Autodesk, the Sustainability Leaders Summit (SLS) equips sustainability executives with innovative, relevant, and actionable insights, serving as a dynamic forum that has become pivotal in advancing sustainability initiatives, catalyzing collaboration, and driving insightful dialogues among leaders.

In FY25, Autodesk brought together an SLS cohort of 18 senior sustainability executives from start-ups and enterprise companies at Autodesk University in San Diego, United States. The cohort—along with Autodesk leadership—addressed topics including industrialized construction, embodied carbon measurement, research and product innovation, and the intersection between AI, data centers, and sustainability. The program included two field trips to see real-world examples of sustainable and resilient buildings that positively and measurably contribute to community growth. SLS also provided a unique opportunity for Autodesk Foundation portfolio organizations to exchange ideas with the sustainability leaders participating in the program. These gatherings united leaders from diverse geographies and industries, fostering ongoing collaboration and collective action.

→ Learn more

LA28 Olympic and Paralympic Games

As the Official Design and Make Platform for the LA28 Olympic and Paralympic Games, Autodesk software will support LA28's more than $1 billion temporary overlay and construction plan: an ambitious commitment to build the event's footprint by adapting existing structures or building temporary infrastructure.

Autodesk will help LA28 retrofit or design the more than 40 competition and major non-competition venues across Southern California. Autodesk software will play a critical role, helping to shorten timelines, cut costs, and incorporate sustainable design principles across the projects. LA28 will use Autodesk software and BIM tools to bring to life an ambitious venue plan, and utilize Autodesk Construction

Cloud as a core tool to facilitate strong collaboration with thousands of critical stakeholders on the design, development, and delivery of the venues.

LA28 will also use Autodesk software to aid in the design of event-related transportation elements and traffic control plans.

Autodesk's cross-industry expertise and relationships across the public and private sectors present opportunities to unlock synergistic benefits on the road to 2028. Autodesk aims to help LA welcome the world in an engaged, celebratory, and sustainable way—while delivering lasting improvements to the city.

→ Learn more

Reducing emissions through retrofitting and reuse

Retrofitting and adaptive reuse of existing buildings produce significantly less GHG emissions than new construction. Considering that the built environment accounts for approximately 40% of global GHG emissions,[4] these approaches are increasingly crucial in creating a sustainable built environment. Autodesk provides customers the data and insights needed to precisely model existing buildings and simulate retrofit and adaptive reuse scenarios. This enables teams to evaluate and balance trade-offs related to energy and materials use, significantly lowering GHG emissions.
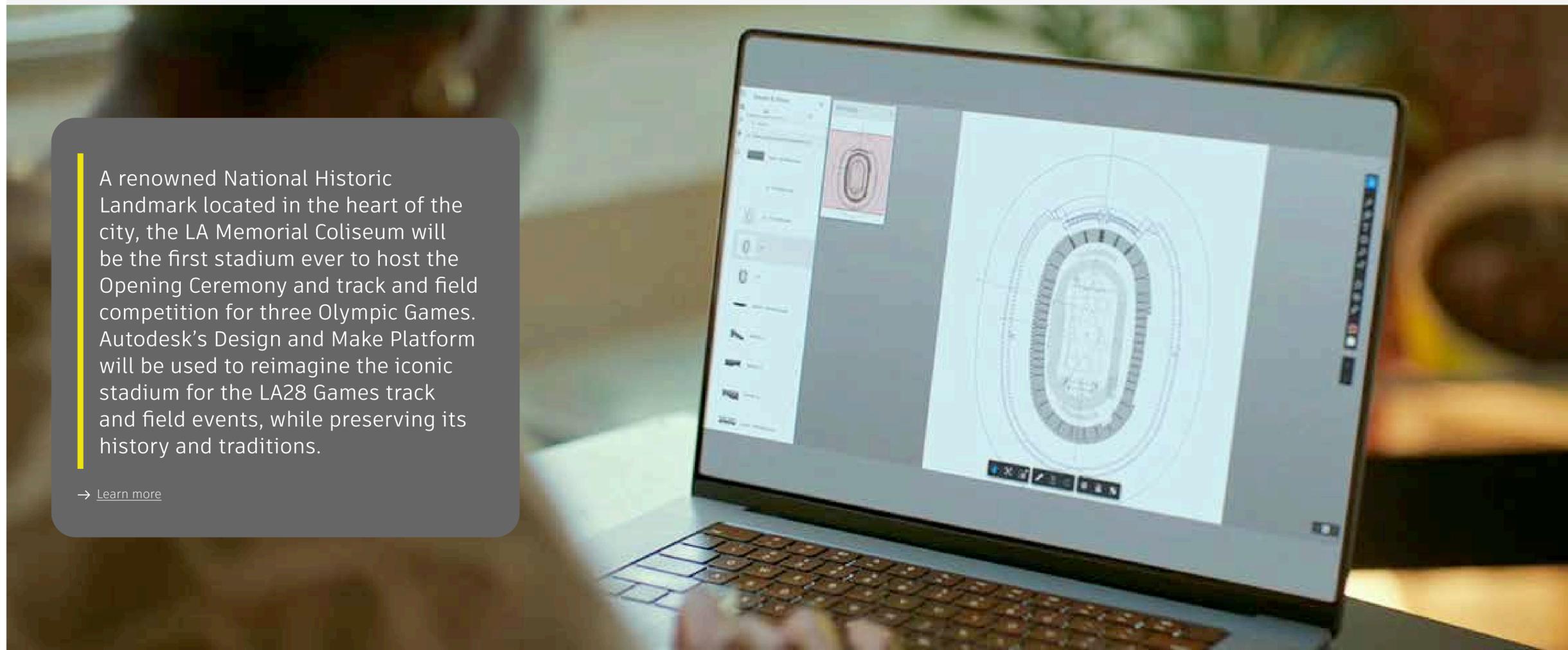
A renowned National Historic Landmark located in the heart of the city, the LA Memorial Coliseum will be the first stadium ever to host the Opening Ceremony and track and field competition for three Olympic Games. Autodesk's Design and Make Platform will be used to reimagine the iconic stadium for the LA28 Games track and field events, while preserving its history and traditions.

→ Learn more
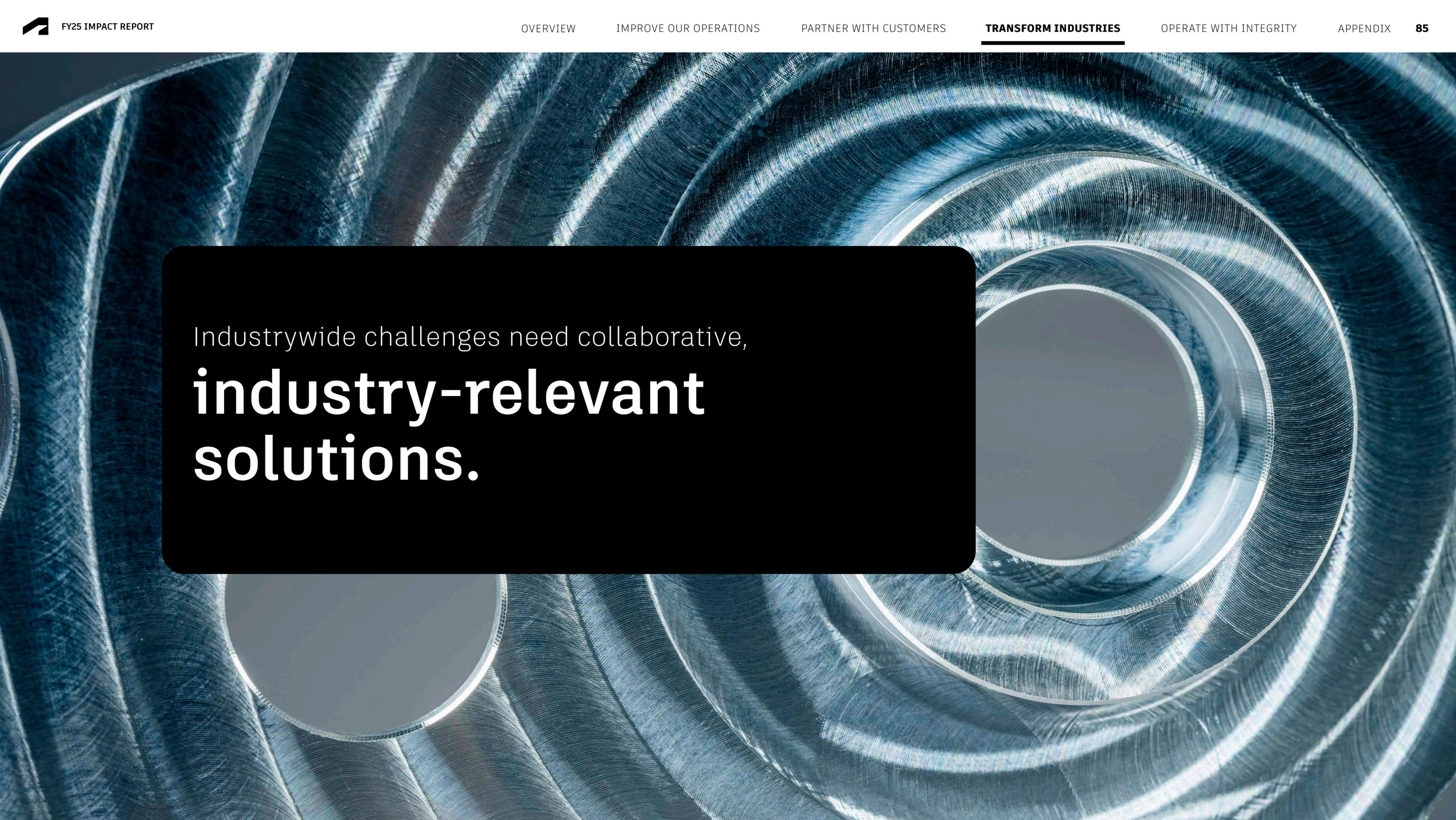
Industrywide challenges need collaborative,

industry-relevant solutions.

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.

The Autodesk Research Residency Program, our global innovation network, reflects this cross-section of industry, academia, and entrepreneurs. We engage with the teams in our Residency Program to gain real-time insights into their work, how it impacts our industries, and implications for our digital tools. Together, we build and test novel solutions in our Technology Centers. With locations in San Francisco and Boston, United States, Toronto, Canada, and Birmingham, United Kingdom, these Technology Centers provide a setting for Autodesk Research, external teams, and industry to connect the digital to the physical.

→ Learn more
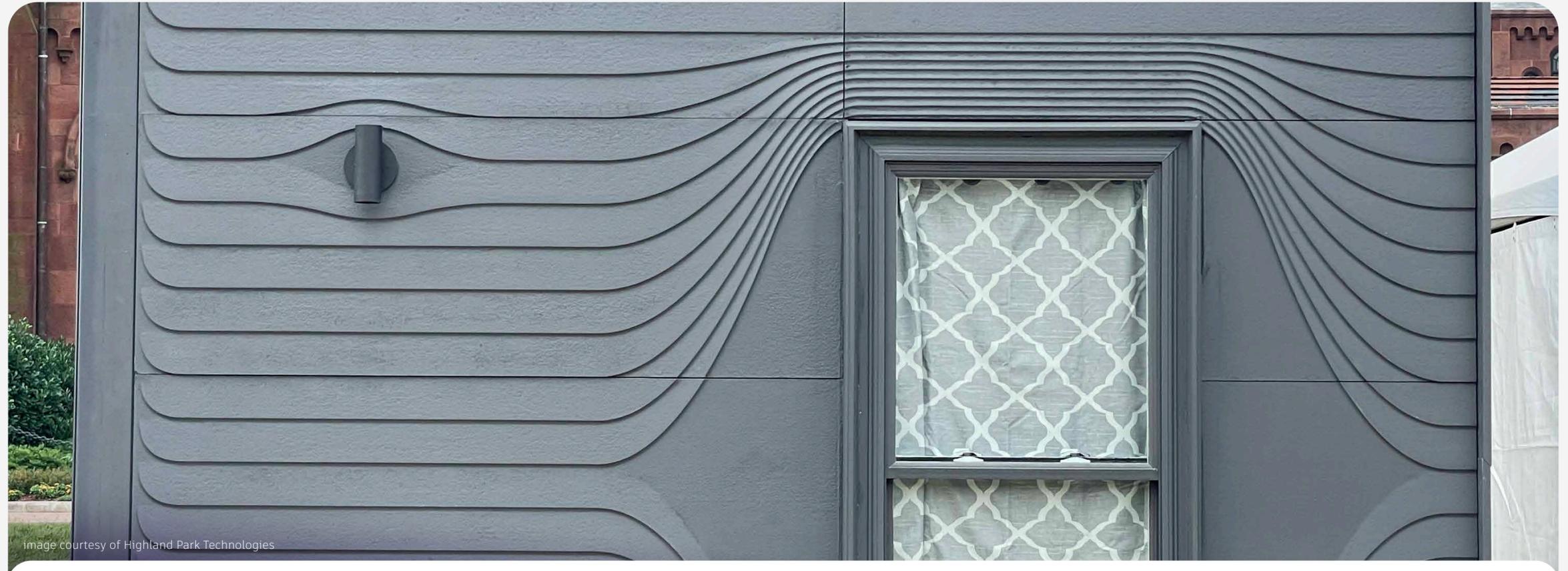
image courtesy of Highland Park Technologies

Advancing energy-efficient housing with eco-friendly retrofits

Highland Park Technologies (HPT) is at the forefront of transforming the housing sector through sustainable building solutions. With the aim of making building retrofits more widely accessible, this team in the Residency Program is developing new methods and technologies that prioritize sustainability and affordability—with minimal disruption to occupants.

HPT's innovative GRID system is a prefabricated kit of parts that enables rapid exterior retrofits of small multi-family homes without displacing occupants. The system uses a wood fiber substrate with high insulating value, and the materials overall are 90% bio-based. GRID is carbon neutral, significantly reducing GHG emissions compared to alternative approaches. Designed to be installed in up to 65% less time than traditional methods, the GRID system demonstrates an efficient approach to building renovations.

Additionally, the company's wood fiber cladding panels—an eco-friendly alternative to petrochemical-intensive retrofit wall panels—can reduce operational energy use by at least 50%, contributing to net-zero new construction and deep energy retrofits. The panels' high capacity for carbon sequestration is an additional benefit compared to traditional insulating materials such as foam or mineral wool.

Through involvement in the Residency Program, HPT is advancing its research and development with access to advanced prototyping tools and specialized expertise. The team is refining digital scanning processes to efficiently translate point cloud data into CAD models for the design and fabrication of retrofit panels. Collaborations with organizations such as Oak Ridge National Laboratory enable HPT to test its designs under extreme weather conditions in order to advance durability and efficiency. Our partnership with HPT—along with grants from MassCEC Catalyst and AmplifyMASS and the US Department of Energy—supports HPT's mission to create viable financial models for renovations that achieve substantial energy savings and long-term sustainability.

→ Learn more

Image courtesy of Cosmic Robotics

Image courtesy of Green Canopy NODE

Transforming renewable energy projects with autonomous robotics

Cosmic Robotics is an early-stage start-up pioneering the integration of robotics into solar farm construction with Cosmic-1, a mobile robot designed to install solar photovoltaic (PV) modules on utility-scale solar farms. The Cosmic team aims to address labor shortages in the construction industry by bringing the productivity and efficiency of robotic manufacturing processes to the field. The company's mission is to support the expansion of renewable energy infrastructure, essential to combating climate change.

Cosmic focuses on automating repetitive assembly tasks to make solar farm construction faster, safer, and more efficient. The Cosmic-1 robot combines an industrial robot arm with a mobile base, enabling it to navigate and perform tasks in dynamic construction environments. By using rugged, field-tested hardware and novel software, Cosmic-1 is equipped to handle the rigorous demands of solar farm installations.

As part of Cosmic's involvement in the Residency Program, the company is refining its robotic solutions while focusing on initial product launch. Recently, the team completed the first field trial of the Cosmic-1A and is preparing for additional deployments while building more units for customer sites. The Residency Program provides Cosmic with critical resources and feedback, enabling it to iterate quickly and prepare the robots for real-world applications.

As the team continues to deploy its robots, Cosmic envisions a future where adaptable robotic solutions help to modernize the construction industry and advance renewable energy projects.

→ Learn more

Enhancing residential construction efficiency with modular construction

Green Canopy NODE is helping to address the housing and environmental crises through modular construction solutions. By integrating advanced manufacturing techniques and product standardization, the company aims to enhance sustainability and bridge the affordability gap in residential construction—without compromising quality.

In the Residency Program, Green Canopy NODE is exploring advanced manufacturing techniques capable of producing a complex single-piece mechanical, electrical, and plumbing (MEP) system. The company also has early access to Autodesk Informed Design for Revit and Informed Design for Inventor to enhance its building design and engineering processes. As beta testers, the team can use prerelease versions of new technology that standardizes building components and supports one of its main initiatives: streamlining the integration of complex systems such as plumbing assemblies. By reducing the number of

components, Green Canopy NODE aims to drive innovation in the construction industry, foster collaboration across the supply chain, and contribute to scalable solutions.

Green Canopy NODE's multidisciplinary team of mechanical engineers, machinists, and product managers is dedicated to accelerating transformation of the built environment by advancing construction and design practices that bridge the gap between architecture and manufacturing.

→ 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.

Water management

Water is a fundamental resource, and digital innovation is required to manage it more sustainably and efficiently. Autodesk has taken a leading role in advocating for using digital tools to improve water infrastructure and water systems through the following in FY25:

- Joint EU advocacy: Autodesk co-signed a letter with 12 leading innovators calling for an EU water policy that supports digitalization.

- Global outreach: We engaged in water-related outreach efforts in Australia and India, which focused on partnerships with the public sector to drive sustainable water management solutions.

- India's Water Manual: Autodesk worked to support making India's Water Manual helpful in improving asset owners' ability to enhance water resource planning and efficiency.

Sustainable infrastructure and buildings

Autodesk supports policies to foster the use of technology to design and construct sustainable infrastructure and buildings. We support tax incentives for buildings that encourage sustainable infrastructure development. During FY25, we joined with hundreds of companies and organizations calling on the United States Congress to maintain tax credits that drive energy-efficient construction.

→ View the letter

Global forum participation

- Autodesk participated in the Buildings and Climate Global Forum, hosted by the French Government in March 2024, as a follow-up to the Buildings Breakthrough initiative launched at COP28.

- We continued to support the Notre-Dame restoration project, which used Autodesk's digital tools to preserve this cultural heritage site. Autodesk was honored to participate in a special event—hosted by the US Ambassador to France and attended by the Ambassadors to UNESCO and the OECD—highlighting the international significance of the restoration effort.

Global climate action

Autodesk endorsed the Mission Efficiency Call to Action, a leading industry initiative advocating for accelerated building energy efficiency improvements. Key objectives include:

- Doubling the rate of energy efficiency improvement globally through mobilization of finance

- Tripling investment in energy efficiency to exceed $1.8 trillion per year by 2030

- Encouraging governments to integrate energy efficiency goals into their Nationally Determined Contributions (NDCs) ahead of COP30

During the year, at COP29, Autodesk reaffirmed its commitment to global climate action by signing the We Mean Business Joint Business Statement, advocating for:

- A phasedown of unabated fossil fuels, in line with a 1.5°C climate target

- Carbon pricing and subsidy reform to accelerate investment in clean energy

- A fully decarbonized power sector by 2035 in advanced economies, and by 2040 globally

- Financial and technical support for energy transitions in the Global South
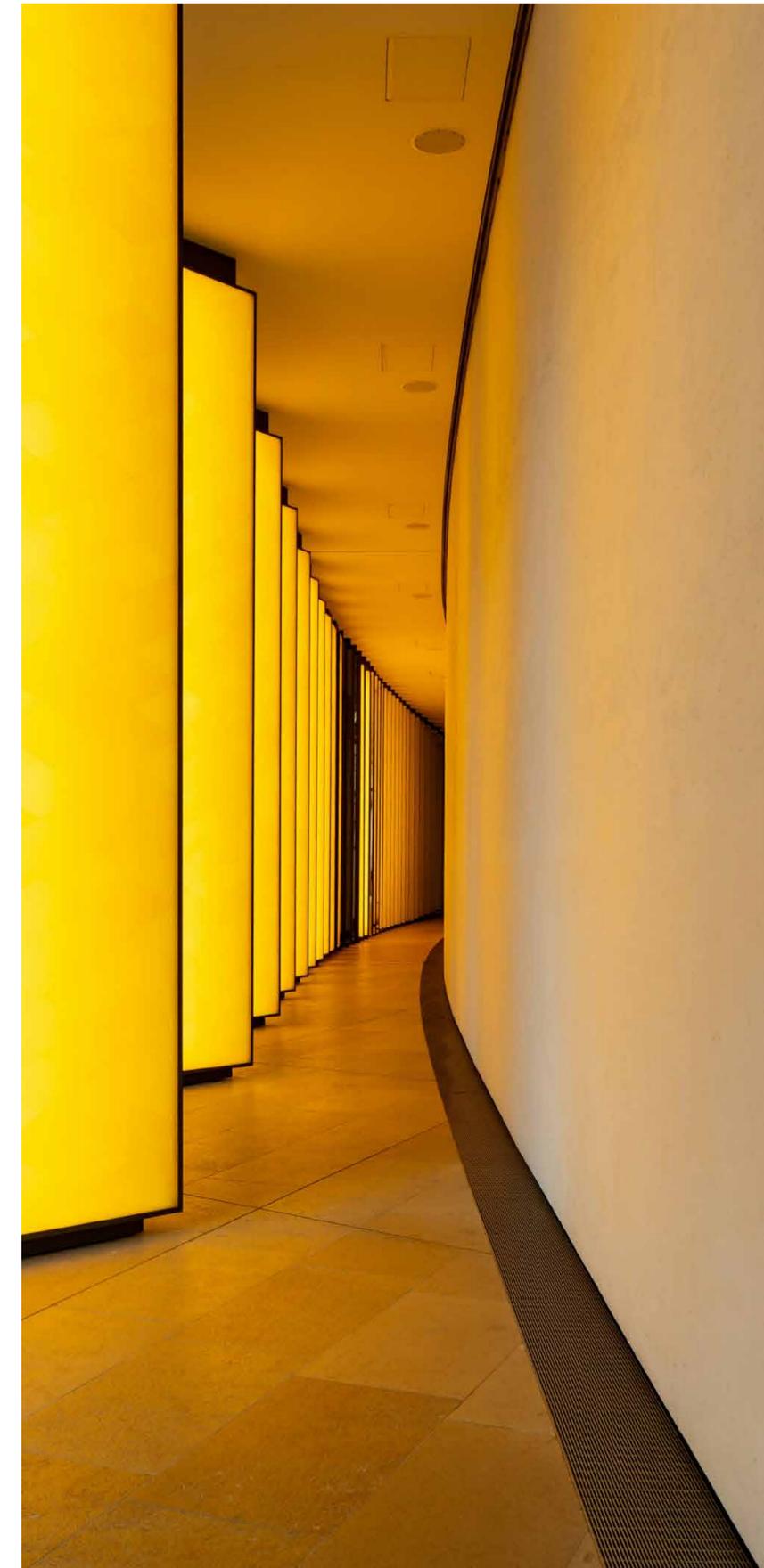
Workforce of the future

We believe substantial government investment is essential to prepare the workforce for the future. Advocating for policies that support future talent is a key pillar of Autodesk's public policy engagement. During FY25, we focused on:

- WorldSkills global finals: Autodesk executives participated in the WorldSkills global finals in Lyon, France, championing skills development in design and manufacturing.

→ Learn more

- Skills development in manufacturing: Autodesk collaborated with Make UK to publish Future Factories Powered by AI, which examines the state of AI adoption in UK manufacturing and proposes how government initiatives and regulation can support the sector's adoption of new technologies.

- India collaboration: Autodesk signed a memorandum of understanding with Tamil Nadu state to support workforce skilling in manufacturing, reinforcing our commitment to digital upskilling.

Artificial intelligence

Autodesk supports public policies to advance responsible development and deployment of AI technologies. Key engagements in FY25 included:

- EU AI Pact: Autodesk signed the EU AI Pact and participated in the Brussels signing ceremony, reinforcing our leadership in trusted AI.

- AI safety and standards: As part of the US AI Safety Institute Consortium (AISIC), which Autodesk joined in FY25, we collaborated with the US National Institute of Standards and Technology (NIST) to develop AI safety guidelines and standards.

→ Learn more

- AI Verify Foundation: In January 2025, Autodesk joined the AI Verify Foundation, a subsidiary of the Infocommunications Media Development Authority of Singapore (IMDA).

→ Learn more

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 fourth year, Autodesk ranked in the First Tier of companies in the 2024 CPA-Zicklin Index of Corporate Political Disclosure and Accountability. Our score of 85.7 (out of 100) was 32.1 points above the IT sector average.

See our recent CDP Climate Change disclosure for a detailed list of climate-related policy engagements.

→ Learn more about our public policy efforts.
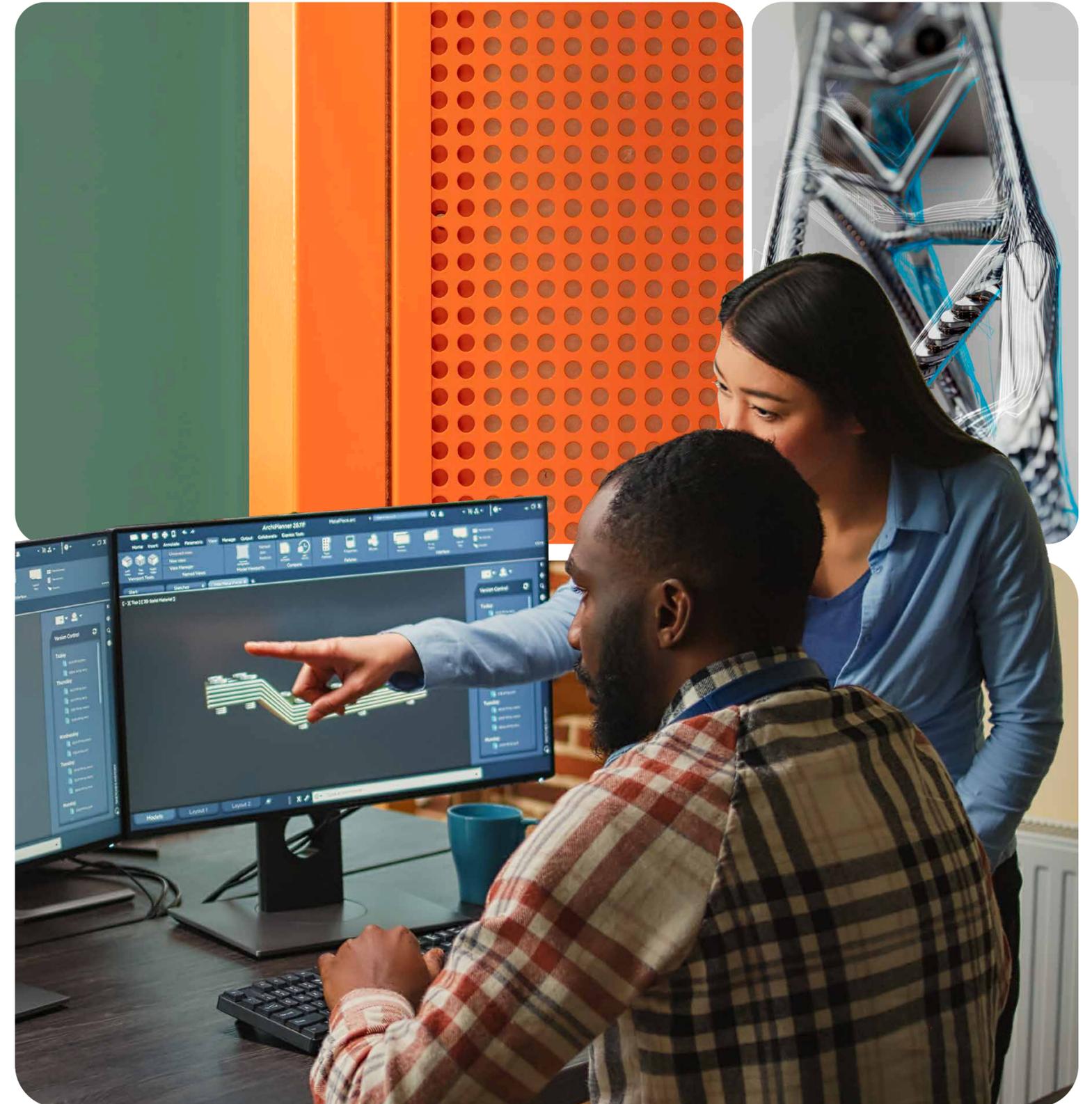
Operate with integrity

We strive to ensure that Autodesk meets the highest expectations of our people and customers.

→ **Corporate governance**

→ **Trust**

→ **Human rights**

→ **Ethics and compliance**

→ **Suppliers and business partners**

Corporate governance

The Autodesk Board of Directors provides independent leadership in the exercise of its responsibilities.

In connection with our 2025 Annual Meeting in June, 9 out of 10 Board nominees are independent. The Board has also appointed two additional independent directors effective upon the conclusion of that meeting.

We believe the highest standards of corporate governance and business conduct are essential to running our business in a sustainable manner, serving our stakeholders, and maintaining our integrity. Our Corporate Governance Guidelines set forth the principles that guide our Board in overseeing corporate governance, maintaining its independence, evaluating its own performance, and setting corporate strategy. The Board reviews our governance practices, corporate governance developments, and stockholder feedback on a regular basis to ensure continued effectiveness.

Board of Directors

Our Board is committed to ensuring that stockholder feedback informs our strong governance practices. Members of our management team and, in certain instances, our Board participate in annual stockholder outreach to discuss topics such as strategy, financial and business performance, our executive compensation programs, sustainability, workforce diversity, board composition, and governance. This outreach enables us to gather feedback from a cross section of Autodesk's stockholder base, maintain an open dialog, and ensure that we have an in-depth understanding of our stockholders' perspectives. Our directors also engage with our employees in various ways throughout the year, developing direct relationships below the executive management level. For example, members of our Board attend and participate in Autodesk's annual leadership meetings and Autodesk University, and visit our technology centers and other facilities.

Our Board of Directors regularly assesses the skills important for exercising its strategic oversight and fiduciary responsibilities on behalf of Autodesk shareholders. The Board also conducts self-assessments to determine if the requisite skills are appropriately represented on the existing Board. This process occurs annually and results in specific skills and experiences that inform the board development process.

Regular continuing education programs enhance the skills and knowledge our directors use to perform their responsibilities. This includes internally and externally developed programs related to corporate impact issues and other relevant topics.

To support effective corporate governance, our Board delegates certain responsibilities to its committees, who report on their activities to the Board. The Corporate Governance and Nominating Committee and Compensation and Human Resources Committee assist our Board with oversight of social and environmental issues in the areas defined in their charters. All chairs of our Board committees are women.

Our management oversees a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Learn more about corporate governance at Autodesk:

- Corporate Governance Guidelines
- Committee charters
- Committee composition
- Autodesk executive bios
- Board of Directors bios
- Autodesk Annual Reports

Trust

At Autodesk, we are building trust and integrity into our Design and Make Platform. Trust is earned, not in a single moment, but across thousands of interactions over time. We are committed to earning and keeping our customers' trust, whether it is by interacting with Autodeskers, using our platform to transform how they design and make, helping customers embark on their digitization journey, or all of the above.

Autodesk is dedicated to ensuring that our products are capable and reliable. We prioritize open and transparent communication, and we treat everyone with fairness and empathy.

We have a dedicated Trust Organization led by our Chief Trust Officer, to align the highest levels of the organization and drive strategies across Autodesk to improve customer trust and instill a culture of trustworthy-by-design across products, subscriptions, services, and teams. Autodesk has years of experience earning customers' trust by protecting their data, their privacy, and their competitive edge through several technology paradigms.
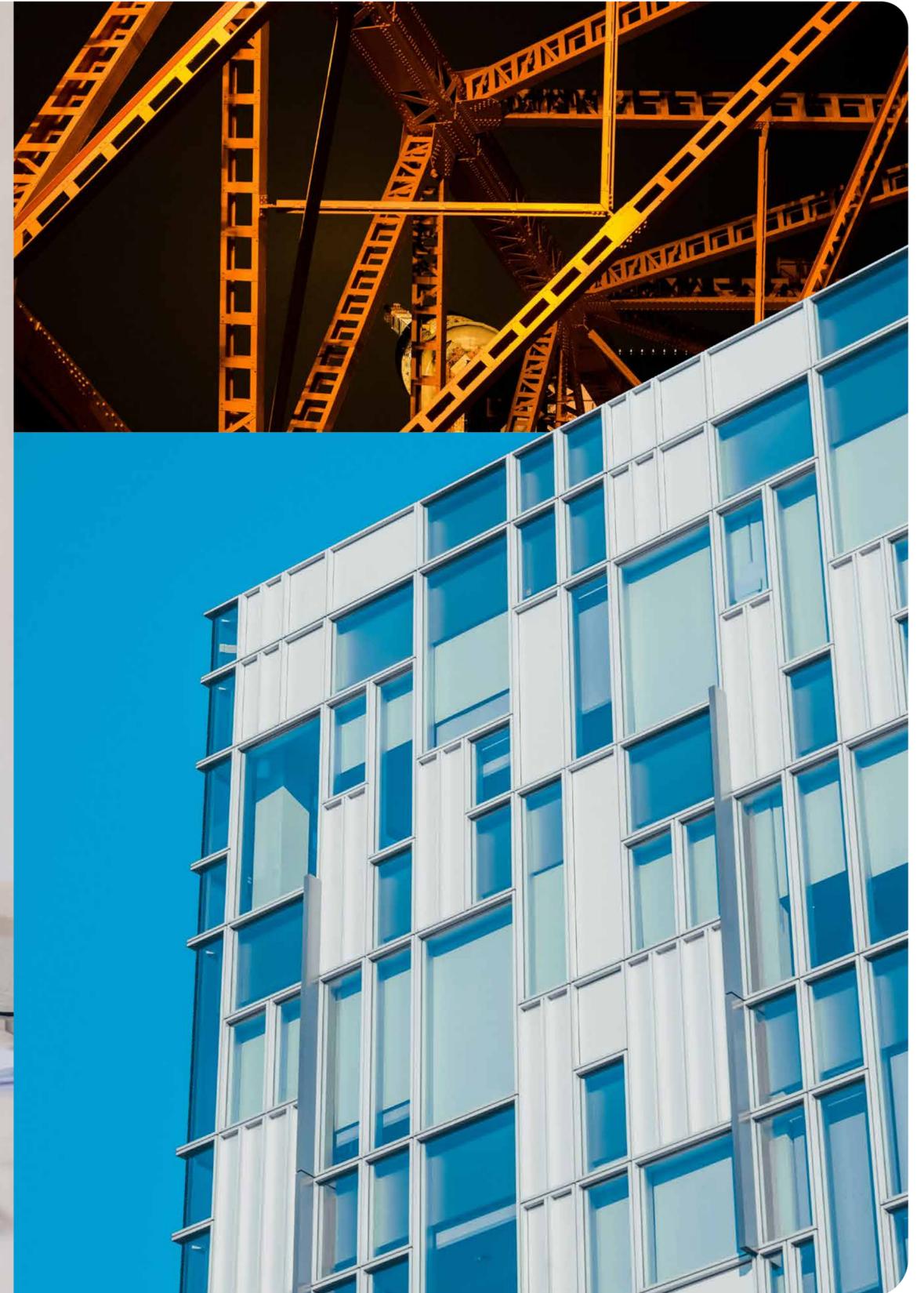
Cybersecurity and risk

The Autodesk cybersecurity framework is designed around industry standards and best practices to help safeguard data and limit residual risk. Protecting our customers' data is our highest priority.

Autodesk implements security policies based on industry best practices. We regularly conduct internal and external audits, attestations, and third-party security assessments to monitor changes in the environment, test our policies and procedures, and identify new and emerging risks. We meet our obligations under the General Data Protection Regulation and the California Consumer Privacy Act.

We continuously monitor the environment for threats and take detective, corrective, and protective measures to ensure a swift response when incidents do occur. Autodesk Security responds to security incidents or underlined vulnerabilities detected internally or reported through external parties, and we publish security bulletins and advisories to communicate issues and potential threats that could adversely affect Autodesk products and customers. Our systems, which deliver cloud services to customers, are designed to be scalable and resilient.

Attestations and certifications

We have selected industry standard attestations and certifications for certain of our products: UK Cybersecurity Essentials, SOC 2 attestation, ISO 27001, ISO 27017, ISO 27018, and ISO 27701 certifications.

Autodesk has completed a Trusted Information Security Assessment Exchange (TISAX) assessment. The result is exclusively retrievable over the ENX Portal. The scope ID and assessment ID are S61F6M and AK1F6M-1, respectively. The TISAX assessments are conducted by accredited auditors who demonstrate their qualification at regular intervals. TISAX and TISAX results are not intended for the general public.

→ See a detailed summary of attestations and certifications associated with Autodesk products and services.

Trust Customer Advisory Group

Autodesk launched its Trust Customer Advisory Group in 2024 with membership spanning each of our industries and geographies. This group comprises Trust leaders responsible for data protection, privacy, compliance, and risk within customer organizations. They meet with Autodesk Trust leadership on a quarterly basis to share threat intelligence and best practices, discuss trust-related concerns and challenges, and provide valuable feedback to our Trust organization to help shape its policies, practices, and offerings. This Trust Customer Advisory Group influenced our decision to publish transparency cards for Autodesk AI features and provided input regarding changes to Autodesk's Privacy Statement.

Bug bounty and vulnerability disclosure programs

In FY25, Autodesk Trust launched a private bug bounty program and a vulnerability disclosure program in collaboration with application security vendor HackerOne. Autodesk's bug bounty initiative furthers efforts to make Autodesk products safe and secure by rewarding vetted researchers for finding and reporting vulnerabilities. The vulnerability disclosure program provides a process for customers to responsibly report potential vulnerabilities to Autodesk for further investigation and remediation.

Autodesk data storage in Australia

In FY25, Autodesk expanded the availability of our data storage locations globally to include Australia. This additional data storage location provides customers in this region increased choice and control related to local project data storage and better performance, enhancing business resilience.

Autodesk for Government

In FY25, we launched Autodesk for Government, a secure cloud environment designed for government and public sector projects. The platform, FedRAMP® Moderate Authorized, follows a standardized approach to security assessment, authorization, and continuous monitoring for cloud products and services. Autodesk for Government is designed to meet federal security requirements, ensuring data integrity and compliance.

Build secure

Autodesk uses secure software development practices. Security architects build secure product design, development teams use secure coding practices, and all code is scanned for vulnerabilities.

Run secure

Our hardened operating system implements security controls across the platform. We use security technologies like endpoint protection, identity and access management, encryption in transit and at rest, and network and application firewalling.

Stay secure

We continuously assess our products for vulnerabilities and misconfigurations, and to maintain compliance with cybersecurity standards. We work with third-party threat researchers to find and fix vulnerabilities quickly, while our Cyber Threat Management and Response team monitors our internal systems, products, and digital properties for threats and suspicious activity.
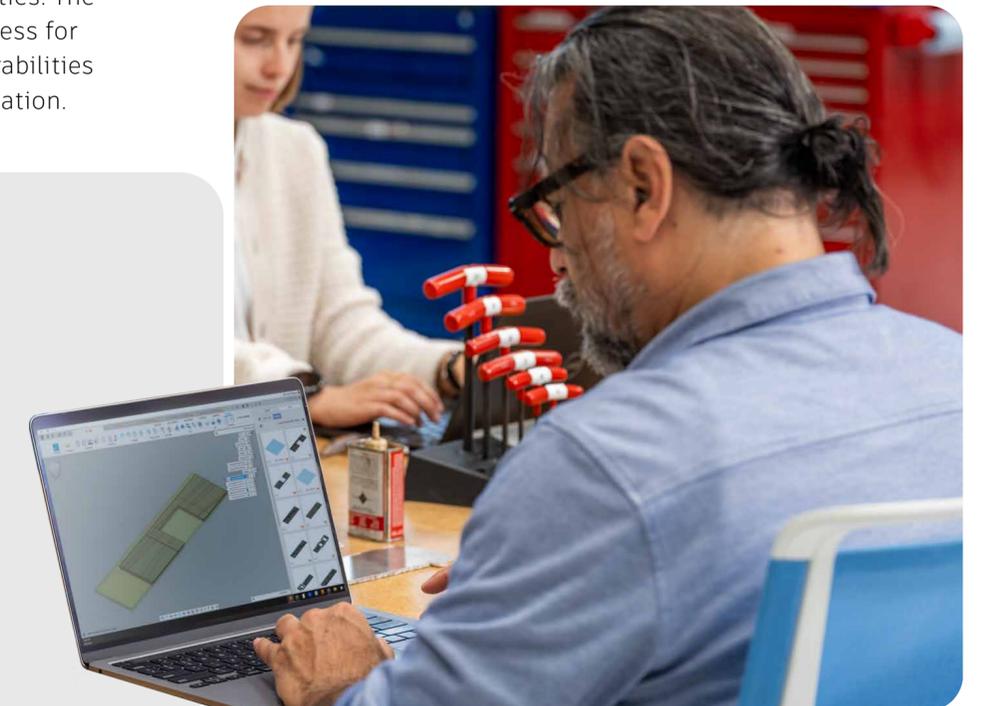
Privacy

We build privacy into our products, services, culture, and processes to keep pace with evolving regulations and customer expectations. We believe our customers should have choices regarding their data and we are committed to being transparent about what data we collect, and how it is used, shared, and stored.

We follow Privacy by Design principles that govern the treatment of data owned by Autodesk or under our control. These are applied worldwide and reflected across the company in development plans, business plans, and day-to-day operations.

We follow Autodesk's Privacy Principles and perform privacy impact assessments where personal data is collected or used. Our employees and contingent workers are required to comply with our privacy policies, standards, and guidelines. We also provide our workforce with general and role-specific privacy training.

The Autodesk Transparency Report explains our policy on responding to requests for customer data by government agencies for law enforcement purposes, and provides statistics on the types of requests we receive and our responses.

TinkerCAD, KidSAFE, and COPPA

As of FY25, Autodesk TinkerCAD, our free web and mobile app for 3D design, electronics, and coding, is KidSAFE and Children's Online Privacy and Protection Act (COPPA) certified. TinkerCAD has been independently reviewed, certified, and listed by KidSAFE to meet certain standards of online safety and privacy.

Binding Corporate Rules

Autodesk's Binding Corporate Rules (BCRs) for controller and processor data transfers, approved by EU Data Protection Authorities in 2023, highlight the company's unwavering dedication to maintaining robust privacy and security measures for the data entrusted to the company. BCRs are a comprehensive set of internal policies and procedures designed to govern the processing of personal data within multinational organizations. In 2024, Autodesk appointed an EU-based Data Protection Officer to oversee these efforts.

Public policy

We believe governments have a key role to play in ensuring responsible and ethical collection and use of data. We support and are engaged with governments in their efforts to develop public policies aimed at advancing data sharing in economically critical industry sectors, such as construction and manufacturing, while protecting data privacy, bolstering data security, ensuring private and secure international data transfers, and fostering responsible development and use of AI and machine learning.

We are a member of BSA | The Software Alliance and support its work advocating for public policies that improve privacy protections.

→ Learn more
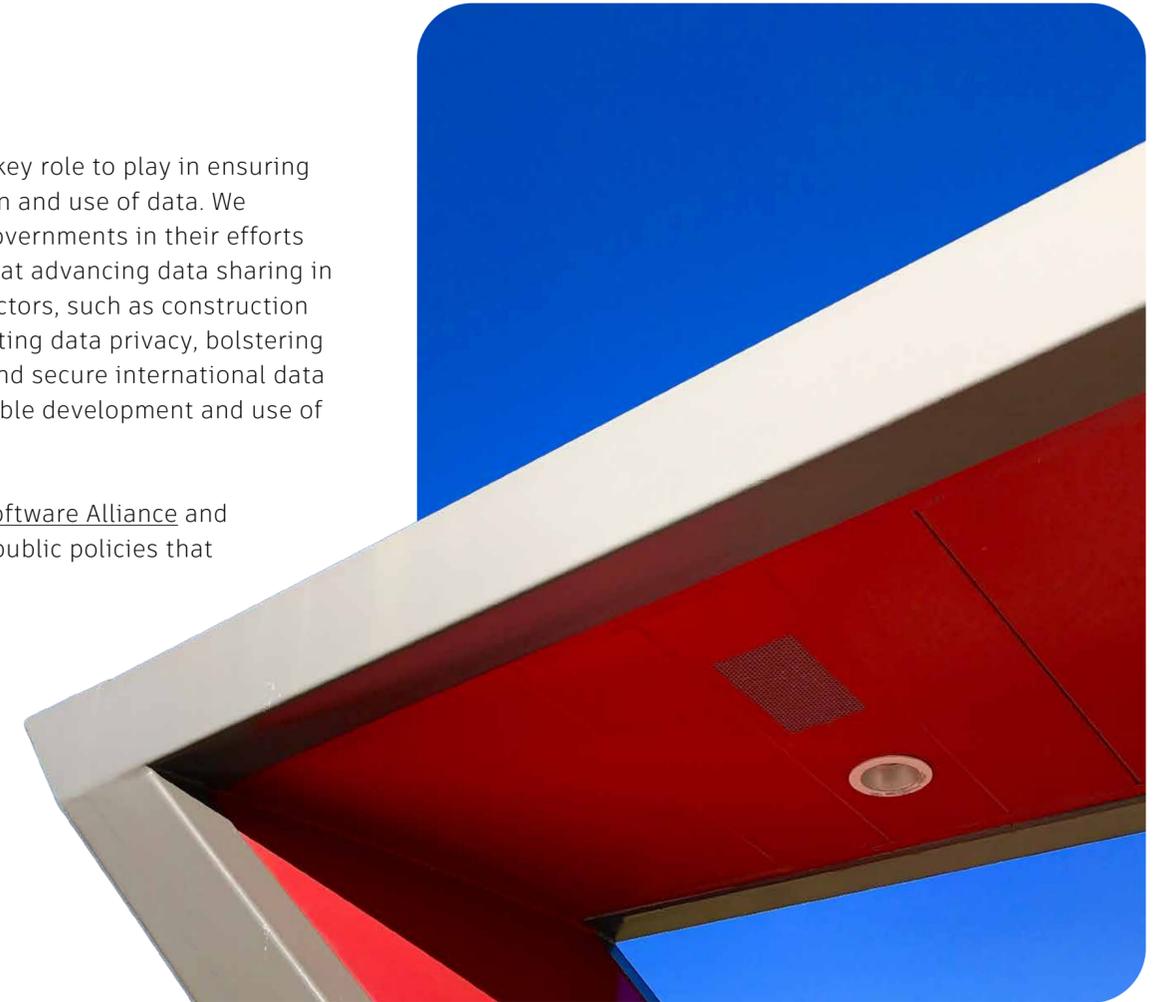
Autodesk privacy statements

The Autodesk Privacy Statement explains how we handle personal data, how such data can be accessed and updated, and how we protect this data when interacting with third parties.

The Children's Privacy Statement addresses how we collect, process, store, and delete children's personal data.

The Cookie Statement describes the way we use cookies, tags, and pixels in our applications. It contains a link to a tool for users to set their cookie preferences.

The Candidate Privacy Statement describes how we collect, process, store, and delete personal data about job applicants and prospective candidates.

Autodesk Privacy Principles

Be transparent about our actions and intent.

Present individuals with clear and actionable choices.

Practice purposeful collection, use, and retention of data.

Use data for the purposes for which it was collected.

Share data with third parties only in limited and approved ways.

Be accountable for enforcement of these Privacy Principles.

Responsible/trusted AI

Trusted AI is Autodesk's approach to the development and use of AI capabilities that are safe, secure, ethical, and compliant with regulatory requirements, grounded in the belief that AI companies should be good stewards of customer data. Autodesk has integrated AI ethics and responsible data use into our AI development and deployment processes. Just as we led our industries from drafting to CAD, from CAD to 3D design, and from desktop to cloud, we are committed to leading the charge on responsible AI to transform the way the world designs and makes.

We adhere to strict governance processes to protect our customers' personal data and intellectual property. We implement responsible testing and monitoring practices throughout the AI lifecycle to mitigate or avoid instances where our AI might perpetuate biases, amplify social challenges, or lead to new avenues of risk.

AI transparency cards

As part of our ongoing commitment to delivering trusted AI, we have developed AI transparency cards to disclose information about the AI features used in our products. These cards provide details on feature functionality, data sources, and the privacy and security safeguards in place.

→ Learn more

EU Commission AI Pact

In FY25, Autodesk voluntarily committed to the EU AI Pact, which encourages and supports organizations to plan ahead for the implementation of AI Act measures across the EU. As a participant in this initiative, Autodesk is adopting an AI governance strategy and pledging to start applying the principles of the EU AI Act ahead of its entry into application.

→ Learn more

Autodesk membership in the AI Verify Foundation

In January 2025, Autodesk joined the AI Verify Foundation, which aims to harness the collective power and contributions of the global open-source community to develop AI testing tools to enable responsible AI. Through this membership, we will collaborate with industry leaders to advance AI governance and testing, and drive transparency and trust through open source innovation.

Trust principles for AI

Responsible: We adhere to high standards in acquiring and managing data, and in training and delivering fair and safe AI models.

Transparent: We are forthcoming about the design, development, and intended use of AI systems and data.

Accountable: We respect our customers' choices and align to laws and regulations.

Reliable: We are rigorous in building AI systems that strive to provide accuracy, validity, and consistency.

Safe and secure: We are committed to protecting data, intellectual property, and privacy, and producing safe outcomes.
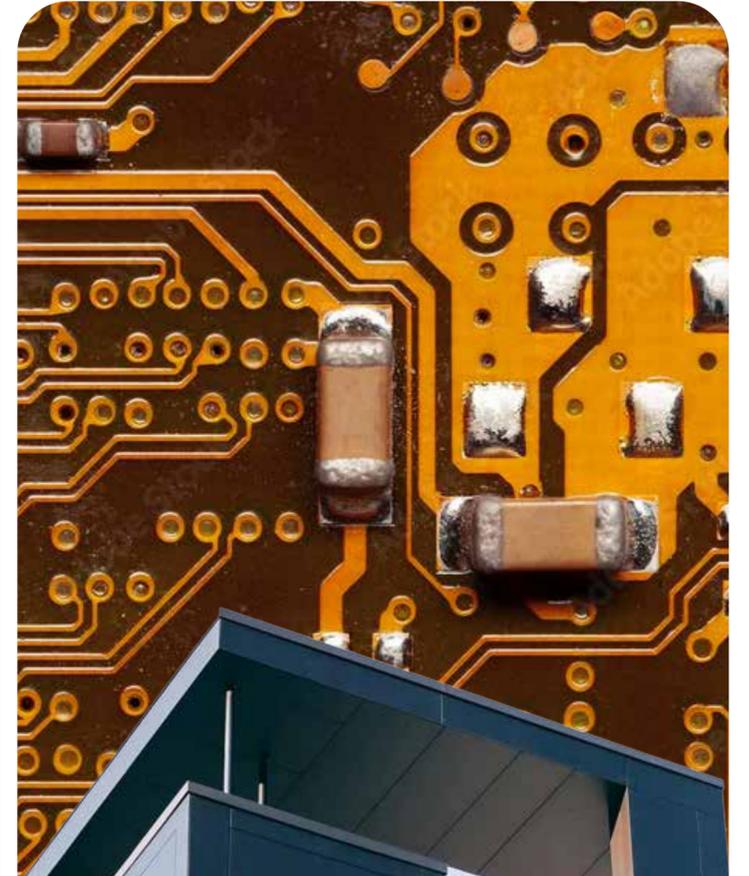
Human rights

Autodesk promotes human rights wherever it does business. The Autodesk Human Rights Policy describes our commitments in this area, as well as how we promote human rights among our employees, suppliers, business partners, and customers.

Autodesk supports and upholds human rights as outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights. We also support the rights described in the ILO Declaration on Fundamental Principles and Rights at Work.

View our Conflict Minerals Policy and Autodesk Modern Slavery Statement.

Learn more about our approach and performance in areas related to human rights such as global culture and belonging, employee health and safety, and privacy.

The Autodesk Foundation also supports human rights through investments that drive progress related to Energy & Materials, Health & Resilience, and Work & Prosperity.
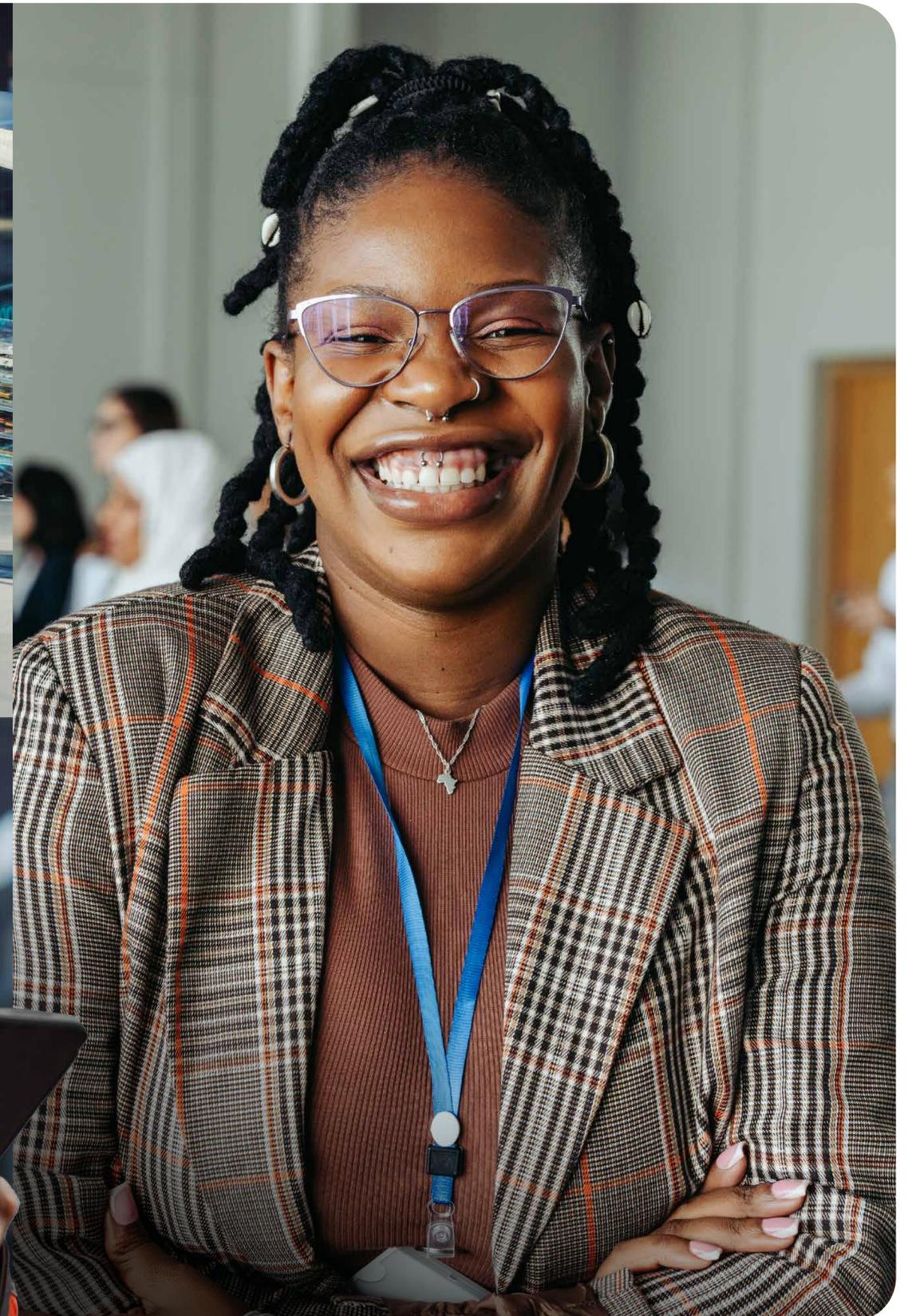
Ethics and compliance

At Autodesk, we recognize that every group and individual involved in our business, from our investors and our resellers to our customers and coworkers, holds a stake in the future of our company.

Our success comes from our shared commitment to acting as One Team. Delivering on that commitment requires that our relationships with each other be founded on trust and respect, which we must earn every day by always adhering to the highest standards of ethical business conduct.

Our Code of Business Conduct (COBC) articulates standards of conduct meant to ensure we do what's right for all our stakeholders.

During the first quarter of each fiscal year, all Autodesk officers and active employees, including those of our global subsidiaries, are required to review and reaffirm their commitment to the COBC and complete COBC training. For FY25, 100% of active employees completed this requirement.[1]

Our COBC includes instructions for reporting potential violations of the law or Autodesk policy. Autodesk's Business Ethics and Compliance Hotline enables employees, third parties, and anyone else to report suspected violations for investigation and resolution.

We are committed to complying with all applicable anticorruption laws and regulations. This includes the US Foreign Corrupt Practices Act, the UK Bribery Act, and other anti-corruption laws. Partners must abide by these same standards while conducting business with or on behalf of Autodesk.

We require periodic anticorruption training for all employees and additional specialized anticorruption training for employees who work in roles of heightened risk.

2025 World's Most Ethical Companies® Honoree

Ethisphere is a global leader in defining and advancing ethical business practices that strengthen corporate brands, build trust in the marketplace, and deliver business success. Its prestigious list highlights companies, like Autodesk, that have demonstrated a commitment to business integrity through ethics, compliance, and governance programs.

→ Learn more

Tax transparency

At Autodesk, we strive to conduct our business with the highest degree of honesty and in line with our Code of Business Conduct. Based on these factors, as well as the needs of our stakeholders, we have established a set of principles to follow in tandem with our global tax strategy.

→ Learn more
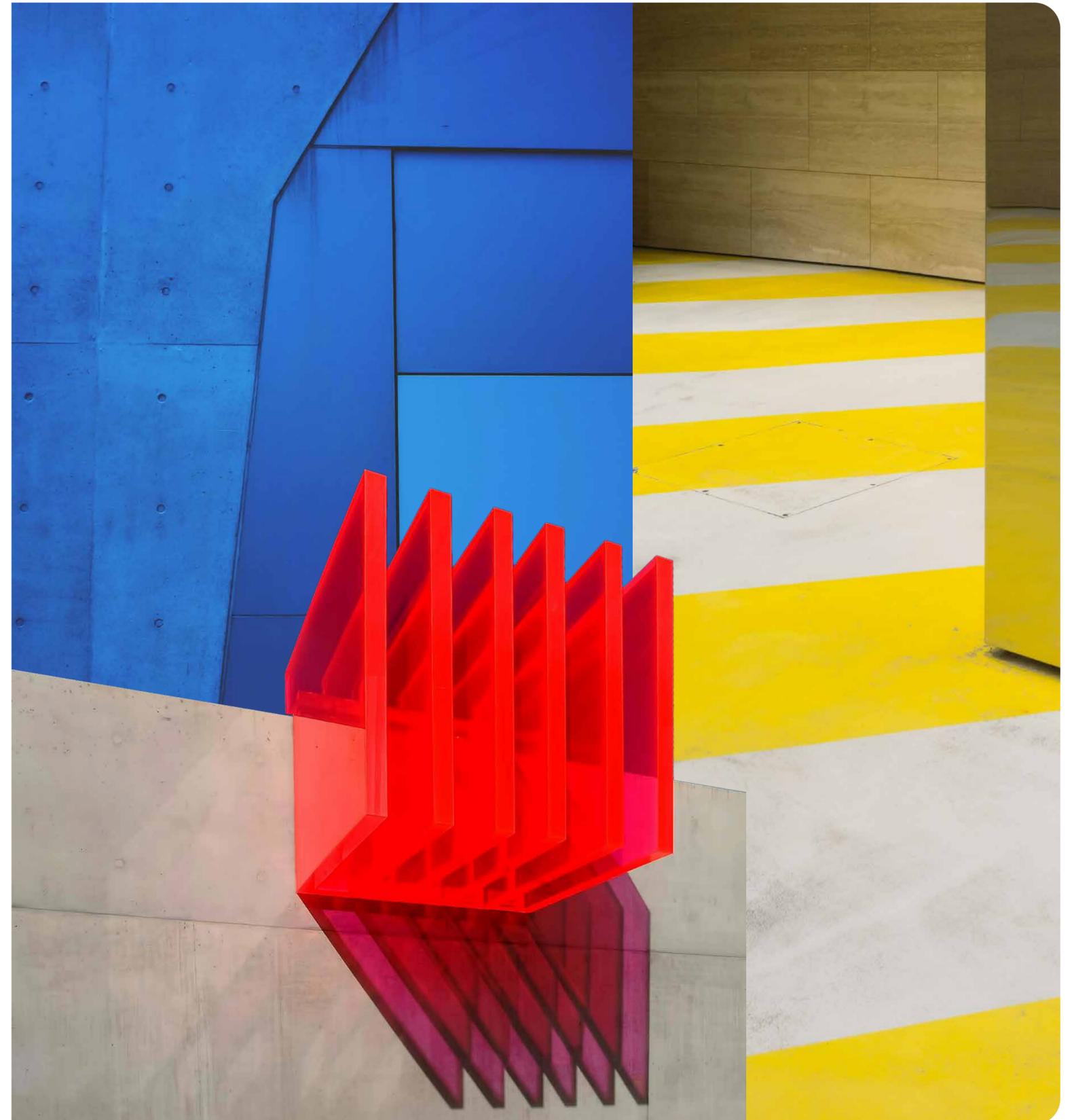
Suppliers and business partners

Our Partner Code of Conduct outlines the standards and practices we require our business partners—including suppliers, vendors, channel partners, and others—to follow while conducting business with or on behalf of Autodesk.

The Partner Code of Conduct specifies that business partners must support internationally recognized human rights and comply with all applicable laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor. We also require our partners to support fair labor practices. If business partners do not abide by the Partner Code, they are subject to a range of actions, up to termination of their relationship with Autodesk.

We urge our suppliers to prioritize transparency in process, casting a wide competitive net, to help ensure fairness in the selection of suppliers. To drive GHG emissions reduction in our supplier base, we encourage our business partners to implement environmental management systems, report GHG emissions to CDP annually, and set science-based targets by 2026.

To emphasize Autodesk's requirements regarding ethical conduct, as reflected in the Partner Code, we require representatives from companies applying to become sales channel partners to complete anti-bribery training. During FY25, more than 800 officers and employees from over 375 current and prospective channel partners in more than 50 countries around the world completed the training.

To embed responsible sourcing into procurement, we include environmental and governance questions in our request for proposal (RFP) process and provide training to relevant sourcing teams on these requirements. These questions cover information about fair labor, human rights, GHG emissions, and science-based targets for all RFPs globally, as well as additional questions about sustainable business practices for RFPs worldwide related to IT infrastructure, IT hardware, facilities, marketing and events, and travel.
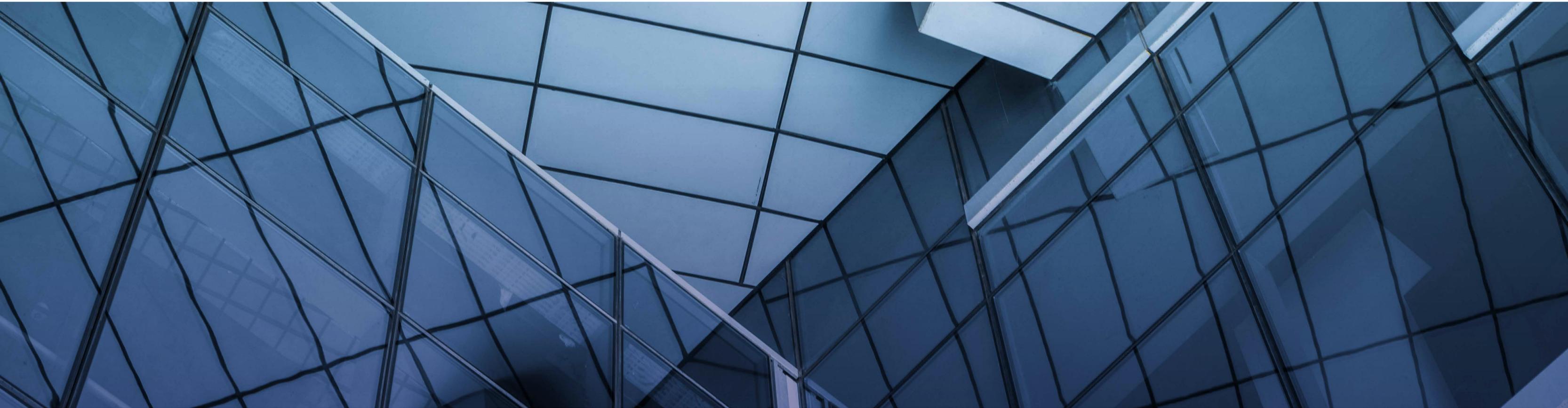
Appendix

In this section, you will find the details behind our strategy and sustainability statements.

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

Impact strategy assessment

Autodesk periodically conducts assessments that enhance our understanding of the broad range of issues addressed by our impact strategy and covered in this report. These activities are outlined below.

Priority issue assessment

In 2022, BSR conducted a priority issue assessment for Autodesk, building on a similar analysis in 2020. Through interviews with senior-level executives at the company, BSR analyzed the materiality[1] of a broad range of social and environmental issues, based on the importance to external stakeholders and the influence on Autodesk's business success. This analysis determined the list at right of priority issues for the company.

Double materiality assessment

While some of the topics identified within previous priority assessments may not rise to a material[1] level under the new ESRS framework and requirements, we will continue to evaluate how we share information with our stakeholders as the world shifts from a voluntary to a regulatory sustainability reporting space.

Priority issue	Description
Collaborative industry partnerships for sustainability	Involvement in collaborative industry initiatives can help broadly advance the role of information and communications technologies (ICT) in sustainable development and provide an opportunity to use Autodesk products for sustainability outcomes. Related content: Partnership
Company energy use and climate change	This refers to energy use associated with Autodesk's operations (buildings, data centers, and telecommunications networks) and supply chain (Scopes 1, 2, and 3). This includes efforts to promote energy efficiency and the use of low-carbon energy but is exclusive of the use of Autodesk products or services. Related content: Improve our operations: Energy & Materials
Data protection and security	This entails efforts to ensure that the manner in which data is captured, stored, and transferred is protected from unwanted parties. It includes efforts to ensure information is being collected, analyzed, used, and shared in a manner that upholds customers' right to privacy. Related content: Trust
Digital inclusion and access	This refers to efforts to provide people with greater access to the digital economy, as well as efforts to make Autodesk's products and services more easily accessible to its customers (for example, making tools more accessible on mobile devices or remote jobsites). This includes Autodesk's role in promoting policies that enable connectivity for all, as well as the provision of inclusive products, services, and technologies to enable greater accessibility. Related content: Education; Autodesk Foundation: Work & Prosperity
Global culture	This includes efforts to create a workplace where all employees are treated fairly and without discrimination, where a wide range of nationalities and cultures are represented, and where there are equal professional opportunities and benefits for employees. This includes efforts to ensure our hiring practices are fair, objective, and competitive while casting a wide net for talent. We also enable our global workforce to manage their health, well-being, and ability to communicate and collaborate effectively across regions, fueling retention and engagement, and unlocking higher performance and innovation. Related content: Global culture at Autodesk
Product energy efficiency	This includes efforts to increase the energy efficiency of Autodesk products, as well as enabling customers to reduce their energy use. Relative to tech solutions for climate challenges, this issue is focused on helping customers reduce their own energy footprint through the use of Autodesk's products (such as reducing the amount of energy required to use Autodesk's tools). Related content: Architecture, Engineering, Construction & Operations: Energy & Materials; Design & Manufacturing: Energy & Materials; Media & Entertainment: Energy & Materials
Responsible product use	Addressing the improper use (directly or indirectly) of individuals, groups, or entities (for example, rogue states) who may use products and services to infringe on human rights or otherwise contravene Autodesk's sustainability goals. Related content: Trust; Human rights
Technology solutions for climate challenges	This entails developing products, services, and technologies that enable Autodesk's customers to solve climate-related challenges, inclusive of both climate mitigation and climate resilience challenges. Relative to product energy efficiency, this issue is more focused on larger societal challenges, such as building decarbonization and resilience to heat waves and flooding. Related content: Architecture, Engineering, Construction & Operations: Energy & Materials; Architecture, Engineering, Construction & Operations: Health & Resilience; Design & Manufacturing: Energy & Materials; Media & Entertainment: Energy & Materials

Enterprise Risk Management program

Autodesk's Enterprise Risk Management (ERM) program identifies, prioritizes, and mitigates emerging and strategic risks, including some related to corporate responsibility, which could prevent Autodesk from achieving its strategic and operational priorities over a 24-month horizon. Risks considered may apply to Autodesk's direct operations as well as external factors. The ERM program is aligned with recognized standards such as the COSO ERM Framework and ISO 31000:2018. The ERM Assessment is performed biannually with participation from our senior leaders across all business functions, including CEO Staff and the Board of Directors. Our most recent ERM assessment was conducted in FY25.

Each identified enterprise risk, including climate-related and other corporate responsibility risks, is assessed based on qualitative and quantitative criteria to determine the risk's potential impact on Autodesk and our vulnerability to said risk. The top risks identified are reviewed and approved by the Board of Directors. Cross-functional teams prepare and update detailed risk mitigation plans, which include key programmatic initiatives, for those top risks; reporting is provided to the Board of Directors every six months.

Our Board of Directors provides informed oversight of our risk management process and is responsible for prioritizing our risk mitigation activities. Our executive officers are responsible for the day-to-day management of these risks. Our Enterprise Risk Management function is responsible for identifying and monitoring enterprise risks. A Risk Working Group has also been established consisting of compliance and operational risk leaders throughout the organization to discuss existing and emerging risks, and provide inputs into the risks included in each ERM assessment.

Climate scenario analysis

In FY25, in order to prepare for new regulatory requirements and to better understand Autodesk's climate-related sustainability risks and opportunities, we worked with external climate consultants to conduct an analysis to stress test the company's business strategy against a set of three climate scenarios.

To identify the relevant climate-related risks and opportunities, the team utilized guidance from the Task Force on Climate-related Financial Disclosures (TCFD) and emerging climate-related regulations, industry insights, outcomes from Autodesk priority issue assessments, and input from Autodesk leaders and subject matter experts. The company's ERM criteria were utilized to evaluate and prioritize the climate-related risks and opportunities for scenario analysis.

The team analyzed three climate scenarios, using the United Nations Intergovernmental Panel on Climate Change (UN IPCC) reference scenarios from the Sixth Assessment Report (AR6) to assess the resilience of Autodesk's strategy to climate change risks and opportunities. These scenarios range from ~1.5°C to ~4°C of temperature increase. Shared Socio-Economic Pathways (SSP) 2.6, 4.5, and 8.5 supported the analysis over three separate time horizons: short (1–3 years), medium (3–10 years), and long term (10–25 years). Climate-related scenario analysis examined a range of risks from chronic and acute physical risk to transition-related risks and the associated opportunities.

As applicable, the insights from this climate scenario analysis will be considered as part of our biannual Enterprise Risk Management assessment and any future double materiality assessment.

We plan to review our climate scenario analysis regularly to refresh it for significant changing internal and external circumstances. This will help to promote accuracy in identifying material climate-related risks and opportunities for the purposes of the CSRD and ESRS.

Data summary

Greenhouse gas emissions[1]	FY23	FY24	FY25
Total greenhouse gas (GHG) emissions [metric tons CO_2e] (market-based)[2]	115,000	155,000	155,000
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e][3]	1,060	555	1,080
Scope 2: Market-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e][4]	94	372	7
Scope 2: Location-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e][5]	8,610	8,160	7,150
Scope 3: Total [metric tons CO_2e] (market-based)[6]	114,000	154,000	154,000
Scope 3: Upstream [metric tons CO_2e][7]	114,000	154,000	154,000
Purchased goods and services[8]	55,500	90,200	92,800
Capital goods[9]	11,500	6,690	8,580
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)[10]	239	0	1,660
Transportation and distribution[11]	4,320	4,220	874
Waste generated in operations[12]	2,080	625	147
Business travel (SAF applied)[13]	35,700	46,500	45,100
Employee commuting[14]	4,480	5,830	4,660
Leased assets[15]	244	94	0
Scope 3: Downstream [metric tons CO_2e][16]	0	0	241
Leased assets[17]	0	0	241

1. This table contains all GHG emissions within Autodesk's operational control boundary, including Scope 1 emissions, Scope 2 emissions, and all relevant categories of Scope 3 emissions.
2. Scope 1 and Scope 3 Categories 2, 4, and 5 are calculated using the Greenhouse Gas Protocol. Scope 2 and Scope 3 Category 3 are calculated using the Greenhouse Gas Protocol's market-based accounting method. Scope 3 Categories 1, 6 (with SAF), 7, and 13 are calculated using custom management criteria. Autodesk's FY25 GHG emissions were assured by EY (view assurance statement). Autodesk's FY24 GHG emissions were assured by Apex (view assurance statement).
3. Scope 1 includes emissions from fleet, heating fuels combusted on site, and refrigerant leakage in facilities. Emissions from refrigerant leakage were included in Scope 1 for the first time in FY25. Although in FY24 some natural gas–related emissions were categorized in Scope 2, in FY25 all natural gas emissions were categorized in Scope 1.
4. Scope 2 includes emissions related to electricity consumption in facilities and servers in co-located data centers, and district heat in facilities. Electricity-related emissions are calculated using the market-based accounting method, which considers the purchase of renewable energy credits and supplier-specific emission factors. In FY25, no natural gas–related emissions were included in Scope 2. Starting in FY25, emissions related to electricity used for electric vehicles are included in Scope 2.
5. Scope 2 includes emissions related to electricity consumption in facilities and co-located data centers. In FY25, no natural gas–related emissions were included in Scope 2. Starting in FY25, emissions related to electricity used for electric vehicles are included in Scope 2.
6. The non-custom criteria value is 173,000 metric tons CO_2e.
7. In FY25, this figure is the sum of Scope 3 Categories 1–7. In prior years, leased equipment was included in Scope 3 Category 8: Upstream leased assets. In FY25, leased equipment was categorized in Scope 3 Category 1: Purchased goods and services.
8. These emissions are calculated using industry-specific GHG emission factors in conjunction with Autodesk's spend. Cloud computing emissions are included in this category and calculated using Watershed's cloud methodology. All spend-based data reported use US EPA supply chain GHG emission factors v1.3. This figure for FY25 includes emissions from leased equipment, which were previously included in "upstream leased assets." In FY25, Autodesk purchased RECs for electricity consumption related to flagship events and third-party cloud servers when information on the server types and locations was available. The figure reported is a market-based Scope 3 figure that takes into account renewable electricity purchases as well as supplier renewable electricity. The non-custom criteria value is 104,000 metric tons CO_2e.
9. These emissions are calculated using industry-specific GHG emission factors in conjunction with Autodesk's spend. All spend-based data reported use US EPA supply chain GHG emission factors v1.3.
10. All electricity-related emissions are calculated using the market-based accounting method. In FY25, well-to-tank GHG emissions for electricity are included for the first time.
11. Includes emissions associated with transportation and warehousing, calculated using a spend-based approach. Estimated emissions related to product downloads were included in FY24, but excluded in FY25 due to low volume and outdated calculation methodology.
12. Includes emissions related to waste from Autodesk facilities. FY25 data is estimated based on the number of employees on-site per month. The quantity of waste produced by employees at each site is estimated using CalRecycle benchmarks, per Watershed's waste estimation methodology. This is a change from the previous methodology, which estimated waste based on facility square footage.
13. These emissions are calculated using travel itinerary data and supplier data. In FY25, we also incorporated corporate jet travel emissions into this category. Data for all years stated reflect GHG emissions reductions from sustainable aviation fuel (SAF) purchases (including a reduction of 1,129 metric tons CO_2e in FY25). Prior to FY25, this category included estimated air travel-related emissions for all non-Autodesk employees at Autodesk conferences. In FY25 these emissions were omitted to better align with GHG protocol guidance. FY25. The non-custom criteria value is 46,200 metric tons CO_2e.
14. Includes emissions from employee commutes to Autodesk offices as well as home energy consumption related to remote work. All electricity emissions are calculated using the market-based accounting method, and RECs are applied to remote work electricity consumption. In FY24, a commuting survey was conducted to collect primary data on employees' home energy usage. In FY25, these survey findings were used to calculate GHG emissions in combination with Watershed's methodology for in-person commuting and remote work emissions calculations. The non-custom criteria value is 10,400 metric tons CO_2e.
15. In previous years, spend-based emissions for leased equipment were included in this category. In FY25, all leased equipment was categorized in "Purchased goods and services."
16. Beginning in FY25, this includes Scope 3 Category 13.
17. Includes emissions from subleased office spaces, including refrigerant emissions. RECs are applied to electricity consumed in these spaces. Prior to FY25, downstream leased assets were included in Scope 3: Upstream leased assets. The non-custom criteria value is 856 metric tons CO_2e.

Other sustainability metrics[1]

	FY23	FY24	FY25
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	23	28	25
GHG emissions intensity [metric tons CO_2e/employee][2]	9	11	10
GHG emissions intensity [metric tons CO_2e/1,000 active square feet][3]	47	80	96
Energy use [MWh]	141,000	60,500	85,500
Direct energy use (Scope 1)[4]	11,500	2,330	2,840
Indirect energy use (Scope 2)[5]	23,900	23,300	20,000
Other indirect energy use (Scope 3)[6]	106,000	34,900	62,700
Renewable electricity purchases (for all indirect energy use) [MWh][7]	127,000	80,800	46,700
Renewable electricity [as a percent of indirect energy use from electricity (Scopes 1-3)][8]	100%	100%	100%
RE 100 commitment [percentage achieved]	100%	100%	100%
Biogenic emissions [metric tons CO_2](location-based)[9]	–	–	1,200
Biogenic emissions [metric tons CO_2] (market-based)[10]	–	–	2,090
Carbon credits from other projects [metric tons CO_2e][11]	120,000	155,000	155,000
Carbon credits [as a percent of total Scope 1, 2, and 3 GHG emissions, market-based][11]	100%	100%	100%
Number of facilities with LEED certifications[12]	9	9	9
Buildings with LEED certifications [as a percent of total active square footage]	13%	15%	18%
Waste generation [metric tons][13]	4,620	2,900	480
Landfill diversion rate[14]	15%	68%	16%
Environmental violations and fines[15]	0/$0	0/$0	0/$0

1. The metrics reported in this table have not been assured and include emissions data that fall outside the Greenhouse Gas Protocol's defined Scope 1–3 emissions categories.
2. Includes regular employees only. Fixed-term employees and interns are excluded.
3. Total active square footage decreased by 6% from FY24 to FY25.
4. Includes use of natural gas and other fuels for heating and mobile fuel.
5. Includes electricity use in facilities and co-located data centers, purchased heating, and electric vehicle transportation.
6. Includes electricity and non-electricity energy consumption related to co-located data centers, subleased facilities, remote workers, fuel and energy-related activities (FERA), event venues, and third-party cloud servers.
7. In FY25, Autodesk purchased renewable electricity for electricity consumption related to facilities, data centers, and remote workers; electricity transmission and distribution losses; event venue electricity consumption; and electricity consumption related to third-party cloud servers when information on the server types and locations was available.
8. Autodesk covers 100% of Scope 1–3 electricity consumption with renewable electricity through VPPA, REC purchases, and supplier renewable energy use. Total MWhs of renewable electricity purchased may not equal total energy consumption, which also includes non-electricity energy sources such as fuel combustion.
9. In alignment with the Greenhouse Gas Protocol, biogenic CO_2 emissions from the combustion of biomass are not included in Scope 1, 2 or 3, but Autodesk does calculate and report on these emissions separately. Of total location-based method biogenic emissions, 521 metric tons CO_2 are related to Scopes 1 and 2 with the remaining attributable to Scope 3. Biogenic emissions were not calculated in FY23 or FY24.
10. In alignment with the Greenhouse Gas Protocol, biogenic CO_2 emissions from the combustion of biomass are not included in Scope 1, 2 or 3, but Autodesk does calculate and report on these emissions separately. Of total market-based method biogenic emissions, 367 metric tons CO_2 are related to Scopes 1 and 2 with the remaining attributable to Scope 3. Biogenic emissions were not calculated in FY23 or FY24.
11. For more information, see Autodesk's California AB1305 disclosure.
12. LEED certifications as of January 31, 2025, included facilities in Beijing, China; Tel Aviv, Israel; Bangalore, India; Atlanta, Georgia, United States; and San Francisco, California, United States.
13. Includes waste from major conferences and facilities. FY25 data is estimated based on the number of employees on-site per month, using Watershed's waste estimation methodology. Data for other years stated was estimated based on square footage.
14. FY25 data is estimated based on the number of employees on-site per month, using Watershed's waste estimation methodology. Data for other years stated was estimated based on square footage.
15. Autodesk did not receive any significant environmental violations—defined as violations that incur significant monetary fines or nonmonetary sanctions.

Employees		FY23	FY24	FY25
Number of employees[1]		13,400	13,900	15,300
Regional breakdown of employees [percent of employees][2]	Americas	51.2%	50.9%	49.9%
	Asia Pacific	26.5%	27.1%	27.3%
	Europe, Middle East, Africa	22.3%	21.9%	22.8%
	Total turnover [percent of employees][2]	12.4%	9.1%	8.3%
	Voluntary turnover [percent of employees][2]	9.7%	4.6%	4.5%
	Employee engagement [score from 1–100][3]	82	83	83
	Training budgeted per employee globally, approximate [US$][2]	$1,185	$1,132	$1,176
Incident rates[4]	Recordable injury/illness rate	0.00	0.06	0.13
	Days away, restrictions, and transfers (DART) rate	0.00	0.05	0.27
	Fatalities	0	0	0
Gender diversity[2]				
Overall workforce	Male	64.5%	64.4%	64.1%
	Female	35.4%	35.6%	35.8%
	Choose not to state	0.1%	0.0%	0.1%
Board	Male	54.5%	54.5%	61.5%
	Female	45.5%	45.5%	38.5%
	Choose not to state	0.0%	0.0%	0.0%
Leadership[5]	Male	65.6%	65.3%	67.1%
	Female	34.4%	34.7%	32.9%
Tech workforce[6]	Male	76.4%	75.8%	76.0%
	Female	23.6%	24.2%	23.9%
	Choose not to state	0.1%	0.0%	0.1%
Sales workforce[7]	Male	68.9%	68.0%	69.2%
	Female	31.0%	32.0%	30.8%
	Choose not to state	0.1%	0.0%	0.0%
Workforce hired in last 12 months[8]	Male	63.6%	62.2%	63.6%
	Female	36.2%	37.7%	36.3%
	Choose not to state	0.2%	0.1%	0.2%

US ethnic diversity[2]		FY23	FY24	FY25
US workforce	White	61.2%	59.3%	58.9%
	Asian	24.7%	25.4%	26.1%
	Hispanic or Latino	7.3%	7.4%	7.6%
	Black or African American	3.5%	3.9%	4.1%
	Native American or Alaska Native	0.3%	0.3%	0.3%
	Native Hawaiian or Pacific Islander	0.2%	0.2%	0.3%
	Two or More Races	2.7%	2.6%	2.6%
	Not specified	0.1%	0.9%	0.0%
US leadership[5]	White	70.6%	67.7%	67.1%
	Asian	21.4%	22.7%	25.5%
	Hispanic or Latino	3.4%	2.9%	2.1%
	Black or African American	2.2%	2.9%	4.1%
	Native American or Alaska Native	0.4%	0.6%	0.4%
	Two or More Races	1.8%	1.8%	0.8%
	Not specified	0.2%	1.4%	0.0%
US tech workforce[6]	White	50.2%	48.8%	48.6%
	Asian	41.3%	41.6%	43.0%
	Hispanic or Latino	4.6%	4.5%	4.2%
	Black or African American	1.5%	1.9%	1.9%
	Native American or Alaska Native	0.0%	0.0%	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or More Races	2.2%	2.1%	2.1%
	Not specified	0.1%	1.0%	0.0%
US sales workforce[7]	White	76.9%	77.2%	78.3%
	Asian	5.7%	3.9%	4.4%
	Hispanic or Latino	7.9%	8.5%	9.3%
	Black or African American	6.5%	6.7%	5.8%
	Native American or Alaska Native	0.8%	0.7%	0.8%
	Two or More Races	1.9%	1.8%	1.4%
	Not specified	0.3%	1.1%	0.0%
US workforce hired in last 12 months[8]	White	52.6%	49.0%	52.5%
	Asian	25.8%	30.4%	26.3%
	Hispanic or Latino	8.5%	7.1%	8.6%
	Black or African American	7.4%	9.6%	7.7%
	Native American or Alaska Native	0.1%	0.4%	0.6%
	Native Hawaiian or Pacific Islander	0.6%	0.4%	0.7%
	Two or More Races	4.7%	3.0%	3.0%
	Not specified	0.3%	0.2%	0.6%

1. Data are as of the end of the fiscal year noted. FY23 and FY24 data includes regular employees only, but excludes fixed term employees and interns. FY25 data includes regular employees, fixed term employees, and interns.
2. Data are as of the end of the fiscal year noted. Includes regular employees only. Fixed term employees and interns excluded.
3. Represents the average employee engagement score over two pulses during a given fiscal year. The engagement score is on a scale of 1 to 100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis. FY25 corresponds to calendar year 2024, and so forth.
4. In accordance with the U.S. Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates. Data reflect injuries and illnesses at all sites worldwide, and are reported on a calendar year basis.
5. Leadership as defined as director and above roles.
6. Tech workforce as defined according to Radford categorization. Some FY24 data updated compared to previous reporting to reflect the most accurate data available.
7. Sales workforce as defined according to commission eligibility.
8. Regular employee hires via external hiring and mergers and acquisitions.

Philanthropy	FY23	FY24	FY25
Autodesk, Inc. and Autodesk Foundation monetary contributions [US$][1]	23,300,000	37,800,000	28,800,000
Company product donations [US$][2]	53,400,000	42,000,000	48,300,000
Employee giving [US$]	2,500,000	2,600,000	2,600,000
Foundation match of employee giving of time and money [US$] (also included in the "Autodesk, Inc. and Autodesk Foundation monetary contributions" line above)	2,800,000	2,700,000	2,800,000
Employee volunteer hours[3]	20,000	22,600	30,400
Employee Pro Bono Consulting volunteer hours (donated to nonprofits and impact-related start-ups)	3,680	1,840	2,510

Autodesk Foundation impact metrics	2022	2023	2024
Energy & Materials			
Realized GHG emissions reduction (annual, metric tons CO_2e)[4]	165,000	255,000	880,000
Potential GHG emissions reduction through 2050 (cumulative, metric gigatons CO_2e)[5]	20	20	21.7
Health & Resilience[6]			
Individuals directly impacted (cumulative)[7]	74,700,000	109,400,000	14,100,000
Realized GHG emissions reduction (annual, metric tons CO_2e)[4]	2,200,000	2,000,000	550,000
Individuals who accessed training (annual)[4]	26,100	25,500	15,600
Individuals obtained new or improved jobs (annual)[4]	5,900	4,100	1,100
Work & Prosperity			
Individuals obtained new or improved jobs (annual)[4]	21,200	8,800	170,000
Individuals directly impacted (cumulative)[7]	12,100,000	62,300	1,300,000
Individuals trained (annual)[4]	27,100	10,000	43,600
Certifications and credentials facilitated (annual)[4]	21,200	3,500	5,700

1. Data reflects combined monetary giving from Autodesk, Inc., and the Autodesk Foundation.
2. Autodesk calculates its product donations at commercial value. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community.
3. Data exclude Pro Bono Consulting volunteer hours. In FY23 and FY24, we estimated that approximately 20% of employee volunteer hours occurred during company time. In FY25, the estimate increased to 32%, reflecting improved tracking through Benevity reporting and a greater number of impact champion-led events.
4. Based on data that were self-reported by portfolio organizations.
5. Represents cumulative potential GHG emissions reduction of a set of organizations in the Autodesk Foundation portfolio through 2050. Estimates were calculated in the last five years by third-party experts in collaboration with portfolio organizations and the Autodesk Foundation.
6. This data reflects information gathered from organizations within the Autodesk Foundation's portfolio for a specific year. In 2024, several established organizations graduated from and exited the Autodesk Foundation Health & Resilience portfolio as their grant periods concluded. The decrease in metrics such as 'Individuals directly impacted (cumulative)' and 'Realized GHG emissions reduction (annual, metric tons CO_2e)' between 2023 and 2024 is largely driven by these departures. This is a standard, anticipated process designed to ensure our funding continues to support earlier-stage organizations, where it can have the most catalytic impact.
7. Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during the year noted.

Sustainability Accounting Standards Board index

Topic	Reference Code	Metric	Response
Environmental Footprint of Hardware Infrastructure	SASB TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data summary: Greenhouse gas emissions; Data summary: Other sustainability metrics
	SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Spotlight: AI for a better world; Our carbon footprint
Data Privacy and Freedom of Expression	SASB TC-SI-220a.1	Policies and practices relating to behavioral advertising and user privacy	Autodesk Privacy Statement; Autodesk Cookie Statement
	SASB TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Autodesk Annual Reports
	SASB TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Autodesk Trust Center – Autodesk data protection and privacy
	SASB TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Autodesk Trust Center – Autodesk data protection and privacy
Data Security	SASB TC-SI-230a.1	Security incidents	Autodesk Trust Center – Autodesk incident response
	SASB TC-SI-230a.2	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Autodesk Trust Center
Recruiting and Managing a Global, Diverse, and Skilled Workforce	SASB TC-SI-330a.1	Regional breakdown of employees	Data summary: Employees
	SASB TC-SI-330a.2	Employee engagement	Data summary: Employees
	SASB TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) leadership, (2) tech workforce, and (3) sales workforce	Data summary: Employees
IP Protection and Competitive Behavior; Managing Systemic Risks	SASB TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Disclosed in annual Form 10-K if material
	SASB TC-SI-550a.1	Status of Autodesk Cloud Services	Autodesk Cloud Services Health Dashboard
	SASB TC-SI-550a.2	Business continuity risks related to disruptions of operations	Autodesk's Global Business Resiliency Program seeks to: Protect the business and people from threats to our operations such that critical business functions may incur an unacceptable interruption caused by: • Impact to personnel • Impact to systems, applications, and data • Impact to or loss of key vendors • Impact to our facilities • Regional events such as natural or man-made disasters, acts of war, or terrorism • Long-term occurrences, such as pandemics Protect shareholders from threats to company reputation related to any of the incidents listed above.

United Nations reporting frameworks

UN Global Compact

In 2011, Autodesk endorsed the United Nations (UN) Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption.

In 2015, Autodesk also endorsed Caring for Climate—an initiative led by the UN Global Compact, the UN Environment Programme, and the secretariat of the UN Framework Convention on Climate Change—aimed at advancing the role of business in addressing climate change. Information about Autodesk's progress against the Caring for Climate commitments can be found in the Advancing our sustainable business practices and Our carbon footprint sections and in the company's CDP Climate Change disclosure.

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide an important framework to drive social, environmental, and economic progress globally. Although Autodesk addresses all 17 goals to varying degrees, we focus particularly on the goals at right to maximize our positive impact with our customers and through our products, operations, and philanthropic activities.

SDG	Description
6 CLEAN WATER AND SANITATION	Autodesk helps customers worldwide address a broad range of water-related issues and increase the resilience of global water infrastructure. Through the Autodesk Foundation, we support nonprofits and start-ups working to improve access to fresh drinking water in remote communities. Customer stories: Energy-efficient pumping: a sustainable water solution Learn more: Architecture, Engineering, Construction & Operations: Health & Resilience; Autodesk Foundation: Health & Resilience
7 AFFORDABLE AND CLEAN ENERGY	We are committed to sourcing 100% renewable electricity[1] in our operations, and to helping customers develop buildings, infrastructure, and products that are energy efficient and accelerate the use of clean energy. Complementing these efforts, we support nonprofits and start-ups working to expand access to renewable energy. Customer stories: Renewable energy systems that provide sustainable, safer options for everyone; Transforming renewable energy projects with autonomous robotics Learn more: Improve our operations: Energy & Materials; Architecture, Engineering, Construction & Operations: Energy & Materials
8 DECENT WORK AND ECONOMIC GROWTH	We invest in our employees, customers, and communities, to put people at the center of the future of work transformation. Our culture of belonging—which provides all employees opportunities to contribute and succeed—unites us in our shared mission to design and make a better world for all. Customer stories: Delta40; Upskilling for sustainability to build tomorrow's workforce; Inclusive design to empower individuals with cerebral palsy Learn more: Improve our operations: Work & Prosperity; Education; Autodesk Foundation: Work & Prosperity
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	We collaborate with customers, nonprofits, and start-ups to create infrastructure designed to better withstand natural disasters and the impacts of climate change, and products, buildings, and entire cities that foster healthy and resilient communities. Customer stories: Increasing efficiency in public transportation with digital twins; Digital delivery enhances infrastructure design; Notre-Dame restoration: A story of resilience and rebirth Learn more: Architecture, Engineering, Construction & Operations: Health and Resilience; Autodesk Foundation: Health & Resilience
11 SUSTAINABLE CITIES AND COMMUNITIES	Urban centers will play a pivotal role in sustainability in the coming decades, as populations continue to swell. We collaborate with customers to design, build, and maintain more sustainable, safe, and resilient cities, and we support nonprofits and start-ups to drive innovation in this area. Customer stories: Providing millions with reliable transportation; Sustainable seawall construction for safer cities; Autodesk supports wildfire recovery efforts in Los Angeles Learn more: Architecture, Engineering, Construction & Operations: Energy & Materials; Architecture, Engineering, Construction & Operations: Health and Resilience; Autodesk Foundation: Energy & Materials; Autodesk Foundation: Health & Resilience
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We are working to drive progress toward a future with minimal pollution and waste, where materials maintain value while cycling through a circular economy. We equip our customers, nonprofits, and start-ups to better understand the impact of design and make decisions on materials use, supporting them to make choices that benefit their companies, communities, and the world. Customer stories: Starting a "reuse" revolution in stadiums; The new Decathlon diving fin is an eco-conscious design revolution; Progressing electric vehicle charging technology and battery recycling Learn more: Architecture, Engineering, Construction & Operations: Energy & Materials; Design & Manufacturing: Energy & Materials; Autodesk Foundation: Energy & Materials
13 CLIMATE ACTION	Autodesk has neutralized GHG emissions across our business and value chain, beginning in FY21, and we are driving progress toward new science-based GHG emissions reduction targets. We collaborate with customers, nonprofits, and start-ups to develop innovative solutions and help tackle climate change. Customer story: Building a sustainable campus for the world's first climate-positive university Learn more: Improve our operations: Energy & Materials; Architecture, Engineering, Construction & Operations: Energy & Materials; Design & Manufacturing: Energy & Materials; Media & Entertainment: Energy & Materials; Autodesk Foundation: Energy & Materials; Autodesk Foundation: Health & Resilience

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

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

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

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.

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

Endnotes

Overview

1. BloombergNEF, "Global Investment in the Energy Transition Exceeded $2 Trillion for the First Time in 2024, According to BloombergNEF Report" (January 2025). https://about.bnef.com/blog/global-investment-in-the-energy-transition-exceeded-2-trillion-for-the-first-time-in-2024-according-to-bloombergnef-report/#:~:text=NEW%20YORK%2C%20January%2030%2C%202025,research%20provider%20BloombergNEF%20(BNEF).
2. Materiality in this context does not correspond to the term defined in securities law or other laws of the United States or other jurisdictions, nor its use in the context of financial reporting.

Improve our operations

1. As part of our supplier engagement program, Autodesk has participated in the CDP Supply Chain program since FY22 and received sustainability data from 230 suppliers in FY25.
2. SBTi typically validates GHG emissions reduction targets on a five-year cycle.
3. Autodesk first committed to neutralizing our carbon emissions across Scopes 1, 2, and 3 on an annual basis beginning in FY21.
4. This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
5. This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
6. Greenhouse gas emissions from business travel are included in Scope 3: "Business travel" and Scope 1 (related to fleet business travel). Emissions from facilities are included in Scope 1, Scope 2, and Scope 3: "Waste generated in operations" and "Downstream leased assets." Emissions from cloud and data centers are included in Scope 2 (related to purchased electricity) and Scope 3: "Purchased goods and services." Emissions from major conferences are included in Scope 3: "Purchased goods and services."
7. Autodesk University has been carbon neutral since FY16, One Team Conference since FY17, and TechX since FY24. We do not include GHG emissions related to non-Autodesk employee travel to these conferences in our GHG emissions footprint.
8. To estimate home office energy consumption, we estimate home office size based on regional averages and then apply electricity, natural gas, and other energy use intensity benchmarks to estimate total energy usage, following the Watershed methodology.
9. This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
10. This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
11. Viva Glint. As of June 2024.
12. Based on PwC Saratoga benchmark. As of January 31, 2023.

Partner with customers

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Transform industries

1. 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.
2. Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during 2024.
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Operate with integrity

1. This refers to Autodesk employees who were active as of February 28, 2024.

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