Sustainability in Action

Progress Report FY2012
February 2011–January 2012

Autodesk®

Contents

See highlights from the Progress Report in the **Sustainability in Action Summary Sketch.**

Letter from CEO Carl Bass

As Autodesk's CEO, I spend a lot of time talking to customers, partners, and colleagues about innovation. Today businesses are being called on to innovate in entirely new ways—to design products, buildings, and whole cities more sustainably—meaning to design in a way that enables both people and the planet to thrive.

This is one of the most important design challenges of our time. Autodesk's business is founded on helping architects, designers, and engineers solve complex design challenges. We care a lot about good design, and about helping people imagine, design, and create a better world. Some of our core technology—such as the Autodesk 360 platform—including PLM 360 for manufacturing and BIM 360 for the building industry—provides cloud-based services that enable customers to optimize materials, energy, land, and water use alongside other design criteria.

But we recognize that providing the best 3D design and engineering software is not enough to bring about the change we want to see in the world. For this reason, we make it a priority to teach students, customers, and partners how to use our products to design a better world. We also collaborate with leading thinkers and innovators—bringing experts together and helping them tell their stories and share best practices.

We also believe in leading by example and demonstrating sustainability best practices in our own operations—both in terms of environmental performance and making Autodesk a great place to work. In 2011 we took a step forward by endorsing the UN Global Compact, a voluntary initiative that outlines 10 principles in the areas of Human Rights, Labor, Environment, and Anti-corruption.

We believe in a better world and invite you to join us in imagining, designing, and creating it.

Carl Bass
Chief Executive Officer
Autodesk

Performance Summary[1]

Key Metrics	FY2009	FY2010	FY2011	FY2012	FY2012 Q1	FY2012 Q2	FY2012 Q3	FY2012 Q4
ECONOMY								
Revenue [million US$]	$2,315.2	$1,713.7	$1,951.8	$2,215.6	$528.3	$546.3	$548.6	$592.4
GAAP Gross Profit [million US$]	$2,096.1	$1,521.9	$1,755.2	$1,986.5	$473.7	$488.9	$489.0	$534.9
GAAP Net Income [million US$]	$183.6	$58.0	$212.0	$285.3	$69.3	$71.2	$72.8	$72.0
GAAP Diluted Earnings Per Share [US$]	$0.80	$0.25	$0.90	$1.22	$0.29	$0.30	$0.32	$0.31
Relative Contribution to World GDP [million US$ contribution/trillion US$ world GDP]	34.3	26.6	27.9	28.4	27.1	27.9	27.9	30.5
ENVIRONMENT								
Climate Change[2]								
Greenhouse Gas (GHG) Emissions [tCO$_2$e]	85,800	60,600	62,500	61,600	14,100	15,100	14,300	18,100
C-FACT Carbon Intensity Ratio [tCO$_2$e/relative contribution to world GDP]	2.51	2.28	2.24	2.17	0.52	0.54	0.51	0.59
GHG Emissions Intensity [tCO$_2$e/million US$ revenue]	37.1	35.3	33.5	27.8	26.7	27.7	26.1	30.5
GHG Emissions Intensity [tCO$_2$e/employee]	11.0	8.90	9.19	8.21	1.88	2.02	1.91	2.41
GHG Emissions Intensity [tCO$_2$e/1,000 active square feet]	47.5	33.8	36.8	35.7	8.20	8.76	8.28	10.4
Scope 1: Direct Emissions from Owned/Controlled Operations [tCO$_2$e]	4,250	2,360	4,320	3,140	818	710	786	824
Scope 2: Indirect Emissions from the Use of Purchased Electricity, Steam, Heating, and Cooling [tCO$_2$e]	6,070	7,360	5,780	3,710	824	890	1,060	941
Scope 3: Upstream	74,500	50,000	51,800	54,100	12,200	13,400	12,300	16,200
Purchased Goods and Services [tCO$_2$e]	2,070	2,040	1,480	1,470	487	396	321	267
Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2) [tCO2e]	1,090	1,100	995	824	190	233	195	206
Transportation and Distribution [tCO$_2$e]	1,050	920	768	778	297	210	141	130
Waste Generated in Operations [tCO$_2$e]	1,080	802	872	895	219	226	226	224
Business Travel [tCO$_2$e]	38,200	23,800	26,500	29,600	6,270	7,040	6,150	10,200
Employee Commuting [tCO$_2$e]	19,000	10,400	10,400	11,500	2,720	2,910	3,050	2,860
Leased Assets [tCO$_2$e]	12,000	10,900	10,800	8,920	2,000	2,350	2,250	2,320
Scope 3: Downstream	1,000	875	642	675	262	182	121	109
Transportation and Distribution [tCO$_2$e]	898	784	577	606	235	164	109	98
End-of-Life Treatment of Sold Products [tCO$_2$e]	104	90.6	65.0	69.0	26.9	18.7	12.4	11.1
Energy Use [MWh]	53,200	49,300	45,400	35,800	8,540	8,690	9,310	9,290
Direct Energy Use [MWh]	11,700	11,200	7,620	2,710	1,150	373	543	645
Indirect Energy Use [MWh]	41,500	38,100	37,800	33,100	7,390	8,320	8,770	8,650
Electricity Purchased by Autodesk [MWh]	19,600	18,200	16,600	15,300	3,430	3,840	4,220	3,780
Electricity Purchased by Landlord [MWh]	21,900	19,900	21,200	16,900	3,770	4,310	4,410	4,450

	FY2009	FY2010	FY2011	FY2012
⚑ Renewable Energy [MWh]	2,040	2,960	4,890	6,140
Renewable Energy Purchased [MWh]	80.9	194	1,280	2,160
Renewable Energy Certificates [MWh]	1,960	2,760	2,820	3,980
Renewable Energy [as a percent of total indirect energy use]	4.91%	7.77%	12.9%	18.5%
Carbon Offset from Renewable Energy [metric tons CO_2e]	752	1,140	1,700	2,350
Carbon Offsets [as a percent of total GHG emissions]	0.876%	1.88%	2.72%	3.81%
Buildings with LEED® Certification	2	7	5	8
⚑ Buildings with LEED Certification [as a percent of total active square footage]	1%	12%	10%	19%
Waste				
Waste Generated at Headquarters [metric tons]	--	175	162	250
Recycled [metric tons]	--	130	132	178
Corrugated Cardboard [metric tons]	--	11	12	43
Mixed Cans and Bottles [metric tons]	--	93	94	24
Mixed Office Papers [metric tons]	--	45	30	112
Suppliers[3]				
Number of Suppliers with Green Certifications [approximate]	--	--	400	300
Percentage of Supply Chain Spending with Suppliers That Have Green Certifications [approximate]	--	--	5%	3%
Environmental Compliance				
Environmental Violations	0	0	0	0
Environmental Fines [US$]	$0	$0	$0	$0
SOCIETY				
Employees				
Number of Employees	7,800	6,800	6,800	7,500
⚑ Employee Engagement[4] [percent]	78%	72%	69%	73%
Global Gender Diversity[5] [percent female]				
Board of Directors	11%	22%	22%	22%
Company Officers, Executives, and Senior Management	21%	23%	21%	22%
Managers and Supervisors	25%	25%	24%	26%
All Employees	30%	30%	30%	29%

	FY2009	FY2010	FY2011	FY2012
U.S. Ethnic Diversity[6] [percent of employees]				
White	75%	75%	75%	74%
All Nonwhite	25%	25%	25%	26%
Black/African American	2%	2%	1%	1%
Hispanic	5%	5%	4%	4%
Asian	18%	18%	18%	19%
Training Budgeted per Employee Globally, Approximate [US$]	$1,000	$1,000	$1,000	$900
Community Investment				
⚑ Company Cash Contributions [US$]	$1,740,000	$1,046,000	$1,038,000	$1,955,000
Arts[7] [percent of total]	8%	8%	10%	8%
Education [percent of total]	22%	24%	27%	36%
Environment/Sustainability [percent of total]	17%	14%	10%	11%
Health and Human Services [percent of total]	53%	54%	53%	45%
⚑ Company Product Donations[8]	$624,000	$5,600,00	$1,500,000	$1,095,000
Employee Giving	$295,000	$200,000	$222,000	$255,000
Employee Volunteer Hours	N/A[9]	4,900	8,500	7,900
Public Policy				
Company Political Contributions [US$]	$25,000[10]	$0	$0	$0

[1] In some cases, segments do not add up to total due to rounding. Dashes represent that data for that year was not available.

[2] In accordance with Autodesk's greenhouse gas emissions inventory management plan, when a methodological change results in changes in emissions greater than 4% of the entire inventory, we revise and restate historical figures. Beginning in fiscal year 2012, Autodesk is aligning with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standards. As a result, we have restated historical data for fiscal years 2009–2011.

[3] According to data provided by Dunn and Bradstreet.

[4] Represents the percentage of employees who responded favorably to three questions that measure different aspects of employee engagement. These data are reported on a calendar year basis. Fiscal year 2012 corresponds to calendar year 2011, and so forth.

[5] Percentages are as of the end of the calendar year, except for the board of directors, which are as of the annual meeting date (typically a few months following the end of the calendar year). In these rows fiscal year 2012 corresponds to calendar year 2011, and so forth.

[6] Percentages are as of the end of the calendar year. In these rows fiscal year 2012 corresponds to calendar year 2011, and so forth. Segments for "All Nonwhite" in 2010 and 2011 do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).

[7] Data for contributions by focus area for fiscal year 2008 are U.S. only. Data for fiscal years 2009–2012 are global.

[8] Autodesk calculates its product donations at commercial value. This data includes products donated through the Autodesk Community Relations program. This data does not include the value of products donated through the Autodesk Assistance Program (AAP), which provides training and certification to nonemployees wishing to become proficient on Autodesk products, or the value of products granted to students and educators at no cost through the Autodesk Education Community. See page 12 for detail.

[9] Due to a systems issue, data for this year are not available.

[10] In fiscal year 2009, Autodesk contributed $25,000 to the North Bay Transportation Alliance in support of the SMART train issue that appeared as Measure Q on the 2008 general election ballot in California. The measure passed and is leading to the development of a light-rail transportation alternative to driving.

Sustainability Strategy

The environmental and social challenges we face are becoming more complex and more urgent every day. As a worldwide community, we must devise new ways for 7 billion people (and counting) to live sustainably on this planet.

As a design software company, how do we reconcile helping millions of customers design more and more stuff that uses more and more resources, with the fundamental knowledge that we live in a finite world? This is one of the most important design challenges of our time.

We know a lot about solving design challenges. Our business is founded on helping architects, designers, and engineers imagine, design, and create almost everything on the planet. We aim to help them optimize energy, water, materials, and land use alongside other criteria. This is and will continue to be a key strategic opportunity for Autodesk in the coming years.

We focus our efforts on the following four areas where we believe we can have the greatest impact.

Provide the Best Sustainability Solutions. We are committed to making sustainability easy, insightful, and cost-effective. By providing this value to our customers, we will also become more profitable ourselves. We provide tools to over 10 million professional architects, designers, and engineers who create the built environment, supply energy and water, plan cities, and define manufacturing processes. Across our portfolio of more than 80 products serving the infrastructure, building, and manufacturing sectors, we integrate analytical capabilities, key data sets, and design principles that lead our users to higher-quality, and more sustainable, project outcomes.

Educate and Inspire People to Design a Better World. The world needs more people who understand sustainability challenges and know how to help tackle them. Some need to be convinced of the business value, and others simply need guidance on how to do sustainable design. We get our solutions into the hands of emerging innovators worldwide, from design and engineering students to clean tech entrepreneurs, and teach them how to use our tools. Since 2010, more than 350,000 people have experienced the Autodesk Sustainability Workshop, a free online resource that teaches the principles and practice of sustainability in engineering and design.

Partner with and Connect Leaders and Innovators. Solving complex challenges is impossible in isolation. It requires a different way of working, bringing the best people and thinking to the table and transforming traditional ways of doing business. We assemble and engage customers, thought leaders, government officials, nonprofit organizations, and others to create new approaches, inspire people to take action, and support and accelerate new industries. Autodesk works at the center of all these people, the nexus, connecting influencers and innovators to each other and propelling important work beyond the sum of each contributor's parts. Through the Autodesk Clean Tech Partner Program we support a thriving network of hundreds of emerging and established clean tech innovators.

Lead by Example in Our Own Operations. We continually raise the bar on sustainability, striving to be ahead of the curve and sharing what we know. We build expertise by using Autodesk as a testing ground for new ideas, workflows, and solutions. We implement virtual collaboration technology to reduce the need for business travel, invest in energy efficiency, and minimize the footprint of our major events. This strengthens our business and creates knowledge we can share with others. Decreasing our carbon footprint is our over-arching focus, and we've reduced it by 28 percent in absolute terms since fiscal year 2009.

Sustainability Governance and Management

Our sustainability governance model ensures strong collaboration and clear accountability across multiple levels of Autodesk. Our CEO Carl Bass and his executive team oversee the company's sustainability efforts, and integrate sustainability into Autodesk's overall strategic planning process. Our senior director of sustainability, who reports to the chief marketing officer, manages the corporate Sustainability Team and is responsible for working across teams to implement and report on Autodesk's sustainability strategy. Going forward, our philanthropy and community relations programs will become part of this corporate team.

A dedicated Sustainability Solutions team manages our cross-company efforts to offer the best products for sustainable decision-making across the building, infrastructure, utilities, plant, and manufacturing sectors. This team works closely with product managers to run rapid prototypes and adapt technology roadmaps; interacts directly with customers to collect requirements; helps the Autodesk Sales team provide sustainability solutions in ways that address customer needs; and provides domain expertise to standards bodies and policy makers (see page 9 for more detail).

A dedicated team within our Corporate Real Estate, Facilities, and Travel group is focused on setting and implementing a sustainability strategy to optimize the environmental performance of Autodesk operations. Our Environmental Core Team provides executive input and guidance to these efforts.

The social aspects of sustainability—contributing to communities worldwide, promoting ethical conduct and human rights, and providing employees an inclusive and engaging place to work—have been managed by different groups across the company. In the coming year, these efforts will be integrated more closely with our sustainability strategy, to reflect our longstanding commitment to enable both people and the planet to prosper.

Corporate Environmental Management

Understanding and reducing our impact on the environment requires a high level of coordination and commitment. With approximately 7,500 employees and offices in 109 locations worldwide, several annual global events, and millions of users, obtaining the right data and implementing environmental measures can be a challenge.

Autodesk has instituted a management structure for obtaining environmental data, making investment decisions, and implementing measures to reduce our impact. We continue to enhance the reliability, comprehensiveness, and automation of these systems. All Autodesk locations are covered by the company's environmental management system, which will be verified in the near future.

Autodesk Environmental Management Structure

CEO Staff	
Environmental Core Team	Sustainability Team
Travel Project Team · Facilities Project Team · Events Project Team · IT Project Team	

Environmental Core Team

An Environmental Core Team institutes sustainability best practices throughout the company's operations. The team comprises senior leaders from across the business, including facilities, real estate and travel, human resources, strategic planning and operations, finance, legal, sales, marketing, IT, and each product division.

Together, these executives are responsible for understanding the environmental impacts of our business; establishing priorities, goals, and plans for reducing these impacts; and promoting and reporting these efforts throughout the company.

Environmental Project Teams

Project teams directed by the Environmental Core Team are responsible for executing our strategy in the company's four largest environmental impact areas (all closely related to energy use and climate change): employee travel, facilities, major events, and IT operations. Each project team is co-led by the Sustainability Team and an Autodesk employee from that activity area. They manage the evaluation, prioritization, and implementation of measures that reduce our environmental impact in that area, and work as needed with key stakeholders from across the company to drive progress. This collaboration ensures that reducing environmental impact and enhancing business productivity go hand in hand.

Green Teams

Green teams lead grassroots initiatives in more than a dozen of our offices worldwide. These groups are led by employee volunteers committed to reducing Autodesk's environmental footprint and educating their fellow employees on environmental sustainability. Green teams increase awareness of local recycling options, organize special events such as environmental video screenings and vendor fairs, and roll out sustainability initiatives such as community clean-ups, bike to work challenges, home electronic waste recycling drives, and communications about alternative commute possibilities. For example, employees at our site in Neuchâtel, Switzerland, collaborated with other businesses in the local commercial park to create a shared bus system, and the green team in San Rafael, California, collected garbage in a community cleanup event. We support these efforts and share results across the company through the sustainability section of our intranet.

Environmental Policy

In 2008, Autodesk CEO Carl Bass signed the Autodesk Environmental Policy, which outlines our high-level sustainability commitments.

Products and Solutions
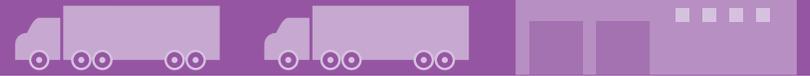
Our goal is to make sustainability easy, insightful, and cost-effective. We provide architects, designers, and engineers worldwide products and solutions to develop breakthrough designs and projects that use the planet's resources more wisely. To accelerate progress, we explore, develop, and share leading practices and expand access to our tools broadly.

Customers

Autodesk has capitalized on the emergence of mobile and cloud computing to make its technology accessible to tens of millions of additional users worldwide. From children learning about physics with the Autodesk® Tinkerbox™ game and artists creating with the Autodesk® SketchBook® application to homeowners redesigning their spaces with Autodesk® Homestyler® software and makers and tinkerers designing and sharing their finished projects with 123D and the Instructables® community, individuals are using our consumer tools and communities to unlock their creativity. In the last two years alone, we've earned more than 50 million customers—and we intend to double that number in the next 12 months.

In terms of our traditional audience of design professionals, we serve the following industries and subindustries:

"With worldwide awareness about the importance of being smarter in how we utilize natural resources—sustainability is at the forefront of how our customers are making decisions. Done right—from the upfront planning stage to construction and continuing throughout the asset's lifecycle—decisions made with sustainability in mind save money over time while also extending valuable resources."

— Steve Duffett, Vice President,
   Americas AEC Sales, Autodesk

ARCHITECTURE, ENGINEERING, AND CONSTRUCTION (BUILDINGS AND UTILITIES)

- Building design/architecture
- Construction
- Fabrication
- MEP engineering
- Owners and operators
- Building design/engineering
- Utilities and telecommunications
- Systems integration
- Industry partners

ENGINEERING, NATURAL RESOURCES, AND INFRASTRUCTURE

- Engineering service providers
- Natural resources (metals, mining, oil, and gas)
- Infrastructure (public and private transportation, land development, water, and wastewater)

MANUFACTURING

- Consumer products
- Automotive and aerospace
- Industrial machinery
- Building products and fabricators

MEDIA AND ENTERTAINMENT

- Film
- Television
- Games
- Advertising

Our Industry Strategy and Marketing and Sales divisions have accountability for customer research, feedback, and relationship management. We offer products through single purchase and subscription services with phone support for frequently asked questions, as well as free online forums for customers to provide feedback and ask questions at any time. We offer consulting services on a fee-for-service basis.

An increasing number of our customers, in particular our largest accounts, request information about our sustainability offerings, both products and services. Some also show interest in our efforts to improve the environmental performance of our own operations, especially if we have done so using Autodesk technology. We provide this information through various channels, including customer briefings, Autodesk University, focus groups, our Sustainable Design website, documents such as this report, and responses to requests for proposal (RFPs).

We anticipate that the number and extent of these requests will continue to grow, and sustainability will be an increasingly important dimension of our engagement with customers.

Sustainability Solutions

Our cross-company Sustainability Solutions strategy is managed by a dedicated team within our Industry Strategy and Marketing division, with the involvement of domain experts in sustainability issues across the building, infrastructure, utilities, plant, and manufacturing sectors. This strategy promotes a combination of products and services that aim to make sustainability easy, insightful, and cost-effective. In many cases, Autodesk engages in strategic alliances with technology and consulting partners to successfully build and deliver these offerings.

"I strongly believe Autodesk has a role to ensure we reduce our environmental impact and create a better life for the citizens on this planet. We make our contribution through software products that allow our customers to make sustainable decisions early in the design process. I can't stress how important this is for our customers—it has become a business imperative."

— Amar Hanspal, Senior Vice President, Information Modeling and Platform Products Group, Autodesk

Building Information Modeling (BIM), an intelligent model–based design process, helps our customers in the building, infrastructure, utilities, and plant sectors integrate design, simulation, and visualization into their workflows. This provides greater insight on how to more efficiently use energy, water, and land throughout the lifecycle of buildings and infrastructure.

Digital Prototyping (DP) solutions enable our manufacturing customers to explore the real-world performance of designs, digitally. This helps them create more cost-effective and sustainable designs that are optimized for energy, water, and materials use and that are easier to manufacture and recycle at end-of-life.

*Free products and services are subject to the terms of use that accompany them.

Products

We offer a wide range of products that help customers drive projects with sustainable outcomes.
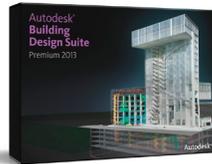
Autodesk® Building Design Suite provides tools to help design, analyze, and visualize more innovative and energy-efficient building designs, including:

- Autodesk® Revit®—Conduct sun path simulation and cloud-based conceptual energy analysis*; perform integrated heating and cooling load calculations*; optimize the structure to minimize material use and waste.
- Autodesk® 3ds Max® Design—Simulate natural and artificial daylighting
- Autodesk® Navisworks® products—Perform model aggregation and project simulation to help identify wasteful conflicts and errors

Autodesk® Infrastructure Design Suite provides tools to support planning and design of sustainable infrastructure projects, including:

- AutoCAD® Civil 3D®—Support environmental reporting, such as flood studies and due diligence for land development projects
- AutoCAD® Map 3D—Aggregate CAD, BIM, and GIS data, including LIDAR, to better inform site selection and manage assets once built

- Autodesk® Storm and Sanitary Analysis—Plan and design drainage systems, storm sewers, and sanitary sewers with comprehensive hydrology and hydraulic analysisAutodesk® Navisworks® Simulate—Identify wasteful conflicts and errors using model aggregation and project simulation
- Autodesk® Infrastructure Modeler—Use conceptual design for evaluation of new infrastructure proposals in the context of the existing built and natural environment
- Autodesk® Infrastructure Map Server—Share asset information effectively to improve operational efficiency
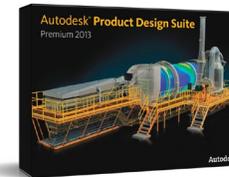
Autodesk® Product Design Suite provides designers and engineers a complete set of product design and visualization tools for Digital Prototyping, including:

- Autodesk® Inventor®—Design, test, and validate products with integrated product simulation tools, including Eco Materials Adviser to access an authoritative source of materials property data from Granta Design and assign this data to your Inventor model, supporting product environmental analysis
- Autodesk® 3ds Max® Design—Create renderings and animations that help convey ideas to managers, explain designs to manufacturers, and persuade customers

Autodesk® Factory Design Suite, a 2D and 3D factory layout and optimization solution, can help users make better layout decisions by creating a digital model of their factory:

- Autodesk® Inventor®—Create intelligent 3D models of custom factory equipment
- Autodesk® Navisworks® products—Explore factory layouts with interactive 3D virtual walk-throughs
- AutoCAD® Architecture—Simulate movement and flow of material through the factory

Other tools with sustainability capabilities include:

- Autodesk® Green Building Studio®—Perform cloud-based whole building energy analysis
- Autodesk® Project Vasari—Conduct performance analysis in a conceptual modeling tool
- Autodesk® Ecotect® Analysis—Use interactive visual tools to study the impact of solar radiation, shading, and daylighting
- Autodesk® Seek—Search for building product materials by environmental attributes such as insulation value and recycled content
- Autodesk® Simulation Mechanical—Examine initial design intent and accurately predict product performance with extensive finite element modeling tools
- Autodesk® Simulation Moldflow®—Use injection molding simulation tools to validate and optimize plastic parts, injection molds, and the injection molding process for manufacturing
- AutoCAD® Utility Design—Design distribution infrastructure intelligently with built in design rules and validation engines, or create curbside electric vehicle charging stations

- Autodesk® 123D® Catch—Use photo-stitching to create 3D models used in rapid energy modeling for existing buildings
- Product Thermal Simulation—Compare simulations of product thermal behavior
- Auto Aerodynamics—Analyze the aerodynamic behavior of designs
- Okala Ecodesign Strategy app—Review sustainable design strategies by product lifecycle stage
- River Analysis—Compute water surface profiles for modeling rivers, bridges, culverts, spillways, levees, floodplain and floodway delineations, stream diversions, channel improvements, and split flows
- Interactive Terrain Shaping—Pursue a holistic approach to terrain shaping, moving from concept to completion using the same model

Services

Autodesk offers various services to its customers and partners that support sustainability.

Autodesk Consulting provides best practices and top-level expertise to help customers fully adopt and integrate Autodesk technology for design innovation and business operational excellence. This includes expertise in select sustainability areas, including nascent techniques such as rapid energy modeling for existing buildings. Our new Consulting and System Integration (CSI) program provides executive-level consulting for major accounts through the combined capabilities of Autodesk and its CSI partners. These include consulting on BIM and DP process transformation and managed services in sustainable building, infrastructure, utilities, plant, and manufacturing issues.

"Sustainable thinking is no longer a 'nice to have,' it is a 'must have.' It's an important aspect of competitive differentiation—it strengthens the relationship between our customers and their customers and it is reducing cost of ownership over the product lifecycle for them."

— Christian Lang, Senior Director, EMEA Manufacturing Sales, Autodesk

Explore Industry Solutions to learn how our customers are using Autodesk solutions to address challenges and opportunities in areas such as sustainable building, infrastructure, utilities, plant, and manufacturing. View Customer Stories for detailed examples illustrating how architects, designers, and engineers worldwide use Autodesk software to transform how they design the world around us.

Autodesk as a Living Lab

At Autodesk, we have a unique opportunity to explore innovative ways of using our solutions and those of our customers (such as LED lightbulbs, visual lighting sensors, electric vehicle charging stations, and other energy-efficient building technology) for sustainable design by applying them to our own business and operations. This enables us to:

- Explore and enhance sustainability functionality in our software and our customers' solutions
- Better understand and address customer needs
- Develop new product workflows that help advance sustainability
- Improve our own environmental performance
- Showcase how customers can use our solutions to meet their own needs in sustainability

Leading Environmental Office Design in Singapore

In late 2009, Autodesk leased two-and-a-half stories and almost 56,000 square feet of unfinished office space in the new Solaris building in Singapore, becoming one of its first tenants. Working with Aedas Interiors, a leading international design practice, and its design partners, Autodesk wanted to demonstrate use of its own technology including Building Information Modeling to design an energy-efficient, healthy interior space filled with daylight and clean air, and constructed from regionally sourced, environmentally friendly materials.

Aedas used Autodesk Revit Architecture software to visualize the real-world appearance and simulate the performance and cost of the project. Revit Architecture also helped Aedas collaborate with the project's mechanical, electrical, and plumbing (MEP) engineering consultants, who used Autodesk Revit MEP software.

The Autodesk portion of the building, completed in 2011, has achieved a 23 percent savings in energy costs and associated GHG emissions per square foot versus comparable buildings in the region. Autodesk also recently purchased renewable energy certificates from 3Degrees, which will help Autodesk offset 100 percent or more of its energy usage in the new office space, while supporting renewable energy investment in the region. The facility achieved LEED Platinum Commercial Interiors certification and BCA Green Mark Platinum certification in 2012. Learn more about the Solaris project.

Examples include our recent build-out of office space in the Solaris building in Singapore (see box at left) as well as our new 21,000-square-foot facility in Farnborough, UK. At the UK location, our design partner Morgan Lovell used Autodesk solutions including AutoCAD and 3ds Max to design to LEED Commercial Interiors Gold and SKA Silver (a UK building certification scheme). Innovative features include reused materials from the old office, passive lighting techniques, and highly collaborative work spaces.

Autodesk Clean Tech Partner Program

The Autodesk Clean Tech Partner Program, founded in 2009, supports the efforts, innovations, and environmental advancements of clean technology pioneers by providing world-class software to design, visualize, and simulate their groundbreaking ideas through the creation of digital models and prototypes. Clean tech companies in North America, Europe, Israel, Japan, and Singapore that can benefit from Autodesk solutions for Digital Prototyping are invited to apply to the Autodesk Clean Tech Partner Program, which provides participants with up to US$150,000 worth of software for only US$50 (€120,000* for only €50). With digital prototypes, clean tech innovators can explore and communicate ideas, test multiple concepts, and accelerate improvements, while reducing potentially costly errors.


Novoflow is committed to making more clean water available through efficient and eco-friendly filtration with help from the Autodesk Clean Tech Partner Program.

Companies participating in the Autodesk Clean Tech Partner Program worldwide include the following:

Tesla Motors uses Autodesk software to reinvent electric cars, creating high-quality designs more quickly and efficiently.
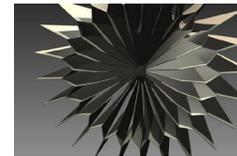
Green Structures uses Autodesk software to transform how energy systems are planned, designed, constructed, maintained, and operated.

General Compression uses Autodesk software to design and develop energy storage technology that enables wind generators to store and dispatch electricity to customers on demand.

SunPods uses Autodesk software to design and manufacture modular solar arrays, making solar power more accessible and affordable.

APTwater uses Autodesk software to optimize space and materials use for its water treatment, wastewater reuse, and environmental remediation technologies.

Learn more about the Autodesk Clean Tech Partner Program.

*Value is based on up to five commercial licenses of each application.

Sustainable Design Education

In industries from consumer goods and transportation to architecture, utilities, and urban planning, designers and engineers are being asked to deliver more sustainable products and projects. Students can be better prepared with the skills for tomorrow's workplace by incorporating the principles of sustainability into their class projects today.

Autodesk offers educational tools and resources to help students and educators learn and teach sustainable design and its application across many industries. These include:

Autodesk Sustainability Workshop is a free online resource that teaches principles and practice of sustainability in engineering and design. Using short, engaging videos as well as case studies and tutorials, the Sustainability Workshop illustrates how students can easily put complex concepts into practice with Digital Prototyping and Building Information Modeling (BIM). Since launch in 2010, more than 350,000 people have experienced the Sustainability Workshop. Academic institutions worldwide, such as Hongik University in South Korea, University of Calgary in Canada, and University of California-Berkeley in the United States have integrated the materials into their classes. Students have incorporated our strategies on projects ranging from designing greener consumer products such as cell phones, laptop computers, cars, and an eco-refrigerator, to developing models for net-zero energy buildings. Based on this initiative, Autodesk was rated #6 on Fast Company's 2011 Most Innovative Companies in Education.

Through the Autodesk Education Community, students and educators can access more than 35 titles of Autodesk software for free*, including many that feature functionality specifically designed to help students better assess the environmental impact of their designs. Autodesk also offers specially priced software bundles to IT departments of educational institutions, and to students who want the benefits of software ownership.

The Autodesk Sustainable Design Curriculum helps teachers incorporate BIM techniques and technology for sustainable design into their classrooms and studios. The curriculum uses Autodesk software and includes an instructor guide, student workbook, data sets, and videos. It is available in Chinese, English, German, Italian, Japanese, and Korean.

The Autodesk BIM Workshop helps architecture, engineering, and construction management students learn BIM sustainable design practices along with integrated project delivery concepts. The interactive site offers extensive learning materials, videos, and exercises, as well as comprehensive teaching tools that provide students with a strong focus on sustainable and conceptual design.

Autodesk also fosters sustainability education through collaboration with leading organizations and governments. In our work with China's Ministry of Education, Autodesk is helping to shift engineering practices throughout the country by training faculty on Autodesk software and best practices that enable sustainable design. As part of this agreement, Autodesk has jointly set up Centers of Excellence and design centers in universities throughout China and founded a student design community to support teacher and student interaction.

We fuel students' passions outside the classroom as well by sponsoring sustainable design competitions, such as the Shell Eco-marathon, which challenges students to design, build, and test energy-efficient vehicles—and see which can go the farthest using the least energy. The Solar Decathlon challenges students worldwide to design an attractive and energy-efficient solar-powered house.

Access to Technology

For 30 years, Autodesk has been making design technology more accessible to more people worldwide. Our approach is threefold:

- Product innovations
- Free and discounted software
- Education

Product Innovations

We revolutionized drafting by bringing AutoCAD to the personal computer—instead of requiring a supercomputer. More recently, Autodesk has used the iOS and Android platforms coupled with the cloud's vast computing power to provide tens of millions of consumers and companies access to our high-performance visualization, simulation, design, and collaboration technologies. Examples include SketchBook, 123D Catch, AutoCAD® WS web service and the Autodesk® Inventor® Publisher Mobile Viewer app.

Free and Discounted Software

Free and discounted versions of Autodesk software further extend the reach of our products.

Professionals—Professionals can use select Autodesk tools at no cost in technology preview mode, made available through Autodesk Labs. A number of these include sustainability features, such as Project Vasari, Autodesk Seek, and Project Galileo Online in architecture, engineering, and construction, and Project Falcon and Project Simulus in manufacturing. Autodesk also sells Autodesk® SketchBook®, AutoCAD LT®, and Autodesk® Inventor LT™ software, all of which have higher-priced, more capable peer products. The Autodesk Assistance Program (AAP) helps out-of-work professionals, as well as students, increase their knowledge and expand their skills to prepare for entry or re-entry into the job market.

*Free products are subject to the terms and conditions of the end-user license and services agreement that accompanies the software. The software is for personal use for educational purposes and is not intended for classroom or lab use.

Students—Through the Autodesk Education Community, we provide students and educators free access to the latest versions of more than 35 titles of Autodesk software. Since inception in 2006, more than 4.2 million students and educators, from over 20,000 institutions, have registered. Students have downloaded more than 7.2 million licenses of Autodesk software, including 3.5 million in the last 12 months. Software donations through this program and AAP (see above) had a value of billions of dollars in fiscal year 2012.

Clean tech innovators—The Autodesk Clean Tech Partner Program supports the innovative efforts of companies addressing environmental challenges by enabling them to purchase software at a dramatically reduced price. We also work with leading clean tech investors, governments, and others to promote the industry. See more detail on page 11.

Customers in emerging economies—Autodesk sells older versions of mainstream products at deep discounts in some emerging countries. We also have a policy to adjust our pricing in all emerging markets to align with purchasing power, based on a combination of per capita gross domestic product and salary data for architects and engineers.

Community organizations—Through the Community Relations program, Autodesk donates products to organizations focused on the arts, education, environment, and health and human services. In fiscal year 2012, we donated software worth nearly $1.1 million to community efforts including multiple projects for Habitat for Humanity, rebuilding in the wake of disasters (such as the Japan tsunami and earthquake), set design for theaters, and as prizes for competitions in the engineering and architecture fields.

Education

In addition to product donations to students and educators (see above), Autodesk has numerous initiatives that provide access to technology and design education. Our Centers of Excellence (COEs) in China, India, and other emerging economies provide faculty and students with digital design tools, multidisciplinary and project-based curricula, and high-end facilities needed to address new design challenges. Each COE is customized to meet the needs of students and customers in that region.

Autodesk also works closely with industry-leading organizations in the area of sustainability education to extend our reach to students and educators. Partners include Engineers for a Sustainable World, American Society of Engineering Educators, and the Industrial Designers Society of America. Through these collaborations we support student project teams using Autodesk software and help students understand how to integrate sustainable design strategies into their work. We've led numerous workshops, webcasts and conference sessions highlighting the importance of sustainability in engineering education.

We also partner with education-focused organizations to provide them access to Autodesk technology. These include FIRST Robotics, VEX Robotics, Project Lead the Way, Formula Student, Intel Computer Clubhouse, and many others.

Read more about our initiatives to enhance sustainable design education on page 12.

Accessibility

Autodesk recognizes the importance of Section 508 of the Rehabilitation Act, which requires that U.S. federal agencies' electronic and information technology is accessible to people with motor, vision, or other impairments.

See links to Voluntary Product Accessibility Templates (VPATs) for all major Autodesk products. These detail the accessibility features of Autodesk products and help government customers determine their own compliance.

Public Policy

At Autodesk, we participate in the public policy debate to advance innovation, sustainability, and economic growth.

Our Government Affairs team and other key company representatives engaged with government officials, nonprofit organizations, think tanks, and other entities during fiscal year 2012 to advance sustainability principles, especially with regard to infrastructure development, and to support policies that help reduce energy consumption and greenhouse gas emissions. To this end, Autodesk has recently:

- Briefed and provided advice to U.S. congressional, administration, and agency officials and policy makers about the environmental benefits gained through the use of Digital Prototyping and Building Information Modeling software for infrastructure design and construction
- Worked with industry organizations to drive the scope and direction of programs and standards for carbon accounting and disclosure of information technology energy use
- Briefed Information Technology and Innovation Foundation delegations on the latest developments in building energy analysis technologies
- Worked with the World Resources Institute and Rocky Mountain Institute to provide government officials with expert data and analysis regarding building energy efficiency technology and related policy alternatives

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not make contributions to U.S. state elections in fiscal year 2012. See historical data on page 5.

Carbon Footprint

We implement best practices to consistently measure and reduce Autodesk's carbon footprint, focusing on our areas of greatest impact. Over the past five years, we have dramatically improved our management systems and become more carbon-efficient.

Autodesk increased revenue 14 percent in fiscal year 2012 compared to fiscal year 2011, while reducing absolute greenhouse gas (GHG) emissions by 1.4 percent during that period. Our footprint is 28 percent lower in absolute terms than the base year, fiscal year 2009.

During fiscal year 2012, Autodesk's CO_2e emissions decreased by 11 percent per employee and decreased by 3 percent per 1,000 active square feet, compared to the prior year.

See the following pages for more detail about our progress in each of our main activity areas: employee travel, facilities, major events, and IT operations/data centers.

View Autodesk's Carbon Disclosure Project submissions for additional detail about our approach and calculation methodologies in this area, as well as our assessment of climate-related risks and opportunities for our company.

GHG Emissions, by Activity
(Thousand Metric Tons CO_2e)

GHG Emissions Intensity
(Metric Tons CO_2e)
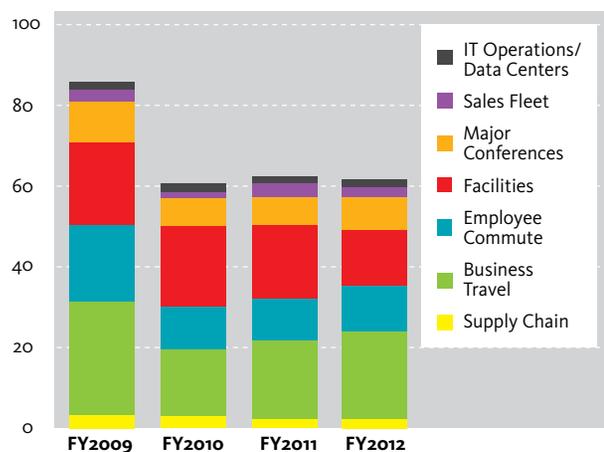

Scope of Footprint

Autodesk follows the Greenhouse Gas Protocol for carbon measurement and reporting. Our carbon footprint process has earned recognition by the Carbon Disclosure Project and various socially responsible investment indexes.

As part of our commitment to model sustainability best practices, Autodesk includes a broad range of business activities in our footprint, including Scope 3 emissions. While we don't have direct control over these emissions, they would not exist without our business activities or purchases. By including them, we are better able to understand how our business activities affect our vendors' carbon footprints. We work to use our influence to reduce our vendors' impact on the environment. See page 3 for a breakdown of emissions that aligns with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
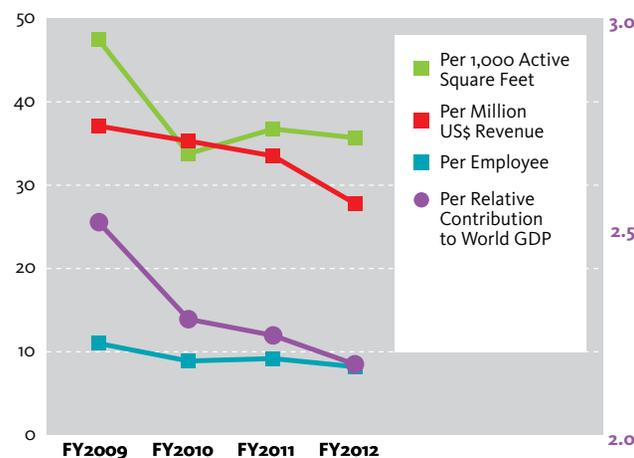
Autodesk reports emissions from electricity it purchases as Scope 2. In leasing situations in which the landlord purchases the electricity we use, Autodesk lacks operational control, so includes these emissions as Scope 3.

Bureau Veritas verified Autodesk's Scope 1 and Scope 2 GHG emissions inventory and provided methodological assurance for the complete inventory for fiscal year 2012. See the verification statement.

We also help our customers and their customers decrease GHG emissions through the use of our products. See page 9 for detail.

Setting a GHG Emissions Reduction Goal Using C-Fact

In 2010, Autodesk devised a unique approach to developing targets to reduce GHG emissions. Our Corporate-Finance Approach to Climate-stabilizing Targets (C-FACT) methodology calls for companies to reduce GHG emissions in line with global scientific and policy climate stabilization targets, and in proportion to companies' relative contribution to the economy, measured by gross domestic product.

If all companies were to adopt and follow this approach, private sector emissions would be on track to help stabilize the climate by 2050. Autodesk has made this methodology open source so that other companies can adopt and build upon it.

We are committed to following this approach through 2020. Autodesk will publish the annual target derived from this methodology and our performance against that target each year.

We exceeded our fiscal year 2012 target as identified by our C-FACT methodology to reduce absolute emissions by 15.8 percent compared to our fiscal year 2009 baseline, by achieving a 28 percent decrease. Our fiscal year 2013 target is a 19.3 percent absolute reduction from our baseline. We will continue to pursue reduction initiatives to achieve future targets. Learn more about C-FACT.

Employee Travel

As a global company, employee travel is vital to our business. Our most common purposes for business travel are meetings with customers, partners, and fellow employees, as well as events (Autodesk reports emissions from event-related travel separately from regular business travel in the GHG Emissions,

by Activity graph on page 14, although these activities are combined in the Business Travel Line on page 3).

In fiscal year 2012, non-conference business travel resulted in 21,600 metric tons of carbon dioxide equivalent (CO_2e) emissions, 35 percent of the total Autodesk carbon footprint and 11 percent more than the prior year, largely due to increased sales activity. This total is 23 percent lower than our base year (fiscal year 2009) and includes emissions from air travel and ground transportation such as rental cars.

We ask our travel vendors for information about their environmental performance—such as jet fuel efficiency from our preferred airline partners, hybrid vehicle availability from our car rental and leasing vendors, and environmental commitments, green cleaning, and sustainable tourism certifications from our preferred hotel vendors. This helps us define requirements in our requests for proposal and make decisions that will reduce our environmental impact.

While we encourage vendors to improve their own efficiency, the most direct way we can reduce emissions from travel is by reducing travel itself. To do so, we have made significant investments in virtual collaboration technologies. These include 22 Telepresence systems, more than 50 Roundtable systems, and company-wide webcam conferencing options. We are rolling out extensive training and support programs to encourage employees to use these tools.

In 2011, Autodesk implemented campaigns to educate employees about GHG emissions caused by business travel. We communicate emissions and alert travelers when videoconferencing options are available for their destination at the time of travel ticketing.

We also offer an employee web portal that aims to increase awareness and use of travel-saving virtual collaboration technologies. On the portal executive videos encourage employees to save a million minutes of productivity, a million dollars from avoided travel, and a million pounds of CO_2e emissions.

Facilities

Autodesk strives to reduce the environmental footprint of our facilities. We focus foremost on GHG emissions due to energy use since it has the most significant impact. In fiscal year 2012, energy use in our facilities resulted in 13,700 metric tons of CO_2e emissions, 22 percent of the total Autodesk carbon footprint and a 25 percent reduction compared to the prior year. See page 3 for detailed energy data.

In fiscal year 2012, Autodesk created a sustainability strategy for its facilities. We conducted tenant assessments at the company's 18 largest sites covering areas such as energy use, resource use, water consumption, waste generation, and space utilization to identify new opportunities for efficiency in our offices. We are prioritizing initiatives for the next several years and will report progress in the future.

Our efforts also extend to new facilities. We target green buildings during site selection, and employ sustainable features when constructing new workplaces or renovating existing ones. As a result, we have been awarded LEED certifications at eight of our facilities (four rated Platinum, two Gold, and two Certified) and five more certifications are in progress. The facilities certified as of the end of fiscal year 2012 represent 19 percent of our total square footage of building space.

See page 11 to learn about our Solaris office building in Singapore, which achieved LEED Platinum Commercial Interiors certification (the first software company facility in that country to do so) and BCA Green Mark Platinum certification in 2012.

We have also begun voluntarily purchasing carbon-neutral energy and renewable energy certificates and offsets. These totaled 6,140 MWh in fiscal year 2012, compared to 4,890 MWh the prior year. See page 4 for detail.

We draw on opportunities to utilize Autodesk software as we expand our portfolio of facilities. This enables us to optimize the environmental performance of our operations while exploring and enhancing the capabilities of our products to enable sustainable decision making. See page 10 for detail.

Due to the nature of our operations, direct emissions from facilities of NOx, SOx, and volatile organic compounds (VOCs) are insignificant to report.

"Sustainability is not only good for the planet, but it is good business. It challenges us to make especially good use of our resources and minimize waste."

— Mark Hawkins, Chief Financial Officer, Autodesk

Major Events

Each year, Autodesk hosts several conferences with tens of thousands of attendees and participates in industry trade shows worldwide. These events are important for our business, but impact the environment through GHG emissions from travel, energy use, and lodging, as well as materials use and waste. In fiscal year 2012, our two biggest events—Autodesk University (AU) and One Team Conference (OTC)—together resulted in 8,050 metric tons of CO_2e emissions, or 13 percent of the total Autodesk carbon footprint.

Our sustainability guidelines and best practices for planning events that require travel guide our staff in evaluating alternatives and making decisions that reduce environmental impact. These cover:

- Selecting a venue that demonstrates sustainable practices
- Choosing a location that minimizes overall travel distance
- Adding virtual conferencing and online streaming content to maximize the number of attendees who can participate remotely
- Reducing materials use, reusing materials, and using eco-friendly materials
- Decreasing waste throughout the process, from registration to signage and onsite waste reduction
- Implementing recycling
- Calculating the environmental footprint of major events in collaboration with vendors to track progress

Key accomplishments from fiscal year 2012 included the following:

- **Booth design and reuse:** For custom booth development at trade shows, we reused more than 50 percent of the previous year's booth materials and increased the percentage of recyclable or biodegradable event materials in our custom booths to 90 percent.

- **Virtual participation:** Virtual attendance options at AU and OTC enable greater participation while decreasing carbon impact, as approximately 80 percent of event-related GHG emissions are due to air travel. During fiscal year 2012, overall attendance at AU—including virtual attendance and other online elements—increased 48 percent compared to the prior year, to 39,400 participants.
- **Vendor collaboration:** Autodesk has introduced carbon footprint measurement techniques and other environmental initiatives such as waste reduction to the large hosting venue for AU. In fiscal year 2012, these efforts led to successfully recycling 58 percent of materials consumed at the conference, and prompted the venue to begin submetering the conference space to track energy use as well as accelerate its recycling practices.

IT Operations/Data Centers

IT is fundamental to our business and can have both a positive and negative environmental impact.

Data Center Energy Use

Data center energy use has the largest environmental impact of Autodesk IT operations. In fiscal year 2012, it resulted in 1,820 metric tons of CO_2e emissions, about 3 percent of Autodesk's carbon footprint and a decrease of 3 percent compared to the prior year.

To reduce energy use in our data centers, we use the Energy Star rating system to select the most efficient servers. We also invest in server virtualization, which saves energy by decreasing the need to run and cool physical servers. So far, Autodesk has virtualized about 86 percent of our servers.

In late 2011, Autodesk completed a major upgrade to the company's Tier-1 data centers. Improvements including new servers, advanced virtualization and smart storage have reduced energy use and associated GHG emissions at the

facility by 62 percent while decreasing IT infrastructure costs by US$7 million annually. This represents a savings of 15 percent of Autodesk's IT infrastructure budget.

IT Office Equipment

Autodesk uses the Electronic Products Environmental Assessment Tool (EPEAT) rating system to select desktop hardware. EPEAT helps us evaluate, compare, and select hardware based on environmental performance criteria such as energy efficiency, lower use of toxic materials, and less waste produced in manufacturing. Ninety-eight percent of our relevant new hardware devices are EPEAT qualified.

To further reduce energy consumption from IT office equipment, we have implemented a desktop energy management system that can remotely measure and activate energy-efficient power management settings on company-owned computers, decreasing energy use by an estimated 12 percent over the baseline.

Electronic Waste

At the end-of-life phase, Autodesk works with electronic waste (e-waste) service providers to replace and recycle our IT equipment responsibly, and to ensure compliance with the new e-Stewards standards recommended by the Basel Action Network. We evaluate the practices of our e-waste providers and we are working with our procurement department to ensure environmental criteria are prioritized alongside cost in vendor negotiations.

During the recent data center upgrade (see page 16), Autodesk evaluated unwanted hardware, sold what was serviceable, and recycled the rest through a certified green recycler.

In fiscal year 2012, several of our largest locations held e-waste drives encouraging employees to recycle end-of-life electronics along with Autodesk's e-waste. We plan to further expand our e-waste recycling program in the coming year.

Supply Chain

Autodesk works to decrease the environmental impact of the products it sells, for example through electronic downloads and innovative packaging. For data related to this area, see Purchased Goods and Services, Transportation/Distribution (upstream and downstream), and End-of-Life Treatment of Sold Products in the Performance Summary on page 3.

Other Impacts from Operations

Beyond minimizing our carbon footprint, we strive to use water, materials, and other resources effectively, in our own facilities and across our value chain. This improves our environmental performance while enhancing our business.

Waste in Operations

Autodesk does not report global waste data but has initiated data collection for waste at our headquarters campus in San Rafael, California, which represents 12 percent of our worldwide square footage. During fiscal year 2012, we generated about 250 metric tons of waste at that location. We recycled 71 percent and sent 29 percent to landfill.

Decreasing our consumption is the most effective way to reduce waste. We have decreased the amount of material we use in our operations in several ways.

- **Product delivery**: Making digital download the default product delivery method for Autodesk® Subscription customers, and reducing packaging for physical product distribution. In fiscal year 2012, customers downloaded 434,000 products, avoiding almost 187,000 shipped boxes and decreasing associated GHG emissions by nearly 330 metric tons CO_2e. Learn about the carbon footprint of AutoCAD software, including physical and electronic download.

- **Office printing**: Setting printer defaults to duplex; piloting "walk-up printing," which requires employees to enter a code at the printer before a print job is started; and initiating "print greener," which eliminates blank or unnecessary pages from print jobs.

- **Major conferences:** Eliminating signage or reusing signage year over year, designing our trade show booth from recycled cardboard and for full recyclability, and eliminating paper use wherever possible.

We reuse or recycle waste when possible. At Autodesk University, the company's largest customer-facing conference, we collaborated with our partners to divert 58 percent of waste from landfill. This included donation of food scraps to a local animal farm and recycling of many other materials. In our offices, we offer compostable utensils and cups combined with compost collection in facilities where such municipal services are available.

At our Architecture, Engineering and Construction group headquarters in Waltham, Massachusetts, we collaborated with our landlord to send 100 percent of nonrecyclable waste to a waste-to-energy facility.

See Electronic Waste on page 17 for information about our approach to managing electronic equipment at the end of its useful life.

Water Use in Operations

Although Autodesk is not a major water consumer, we recognize that it is an important global environmental issue. Because we lease our facilities, we do not currently have access to reliable water usage data across our operations. As with energy use and waste data, we are working with our building owners and facility managers at priority locations to gather water performance data as part of our environmental measurement system. In fiscal year 2012, we used 7.5 million liters of water at one building of our San Rafael, California, headquarters. That location represents 9 percent of the company's total square footage.

Two of our facilities in San Rafael use reclaimed water for flushing toilets and rely on weather-sensitive irrigation systems. At several of our larger locations we are taking steps to further increase the efficiency of water use, such as installing low-flow toilets and dual-flush systems.

While we have yet to identify significant areas of water scarcity within our global operations, we will continue to investigate this issue and related risks during the coming years.

Environmental Compliance

As stated in our environmental policy, Autodesk will meet or exceed all applicable environmental laws and regulations related to our business operations. In fiscal year 2012, we were not cited or fined for noncompliance of any environmental laws or regulations.

Suppliers

Autodesk encourages the use of our purchasing power to improve our environmental performance while also promoting more sustainable business practices and offerings among our vendors and strengthening the market for environmentally preferable products and services. In 2010, we revised our green procurement guidelines that were originally adopted in 2008.

Autodesk uses these guidelines for travel and meeting services, events, and some marketing-related purchases such as content development and printing. In those areas, the guidelines add environmental considerations as a factor in the company's selection of vendors and products. Following the guidelines, Autodesk employees:

- Gather and assess supplier environmental performance data
- Review the environmentally preferable or green offerings of existing suppliers

- Seek out offerings with third-party certification and positive environmental attributes, including products that are energy efficient, durable and long lasting, recyclable, locally produced, made with rapidly renewable resources, and supportive of water conservation
- Avoid products that are greenhouse gas emitting, petroleum based, or made with vinyl, chlorine, lead, mercury, or other toxic chemicals
- Include environmental attributes when assessing the "best value" among alternative procurement options
- Relay information about a product's environmental impacts to end users
- Move to new vendors and products with lower environmental impacts, where appropriate

We do not currently audit our suppliers for compliance with Autodesk's green procurement guidelines, although we are exploring expanding our efforts in this area.

In some situations—particularly for suppliers such as travel vendors estimated to be large emitters of greenhouse gases—Autodesk includes sustainability language in requests for proposal (RFPs) and vendor contracts. Although not included in most RFPs, in some instances we request suppliers to provide environmental information including whether they are ISO 14001 certified. We review suppliers' environmental initiatives and consider this information in selection.

In fiscal year 2012, according to data provided by Dunn and Bradstreet, roughly 3 percent of Autodesk suppliers (out of more than 10,000 total) have green certifications, representing approximately 3 percent of Autodesk's supply chain spending. Through this initiative, we also assess suppliers' workforce diversity.

Social and Labor Standards for Suppliers

We spend about 10 percent of Autodesk's procurement total on physical goods such as computers and office supplies. Travel, telecommunications, marketing, and other services represent the other 90 percent. As a result of the relatively small amount spent on manufactured goods, we have not implemented a labor policy. However, while the company does not have labor standards for suppliers, Autodesk does exercise preference for suppliers that meet basic criteria in areas such as working hours and overtime, freedom of association, wages, and prohibiting forced and child labor. If a supplier is known to be out of compliance with Autodesk's Code of Business Conduct or relevant laws and regulations, we have and will take action up to terminating a relationship.

Ethics and Compliance

Integrity is the cornerstone of our relationships with suppliers, customers, and other stakeholders. We promote high ethical standards and human rights wherever we do business, and ensure the privacy of our employees and customers.

Corporate Governance

Our board of directors provides independent leadership in the exercise of its responsibilities. As of June 2012, the Autodesk board of directors comprises nine directors, including Autodesk CEO Carl Bass. All current directors, other than Bass, are independent, according to the criteria for independence established by the NASDAQ Rules. This includes our chairman, Crawford W. Beveridge. Two of our directors are women.

The Autodesk board of directors adopted the Governance Guidelines in 1995, and most recently amended them in 2010. These guidelines cover areas such as selection of the chairman and CEO, board compensation, board size and composition, and director independence.

The board of directors has three committees: Audit; Compensation and Human Resources; and Corporate Governance and Nominating. All committee members are independent, according to the criteria for independence established by the NASDAQ Rules.

Executive Management

Our executive officers oversee a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Additional information about the Autodesk board of directors, including committee composition, committee charters, director biographies, and the Governance Guidelines, is available on our Investors site. Information about stock trades by members of our board of directors or by executive officers of the company is also available. The proxy statement within our Annual Report Fiscal Year 2012 provides information about and analysis of board of director and executive compensation.

Business Ethics

Professional behavior that demonstrates strong business ethics, good judgment, and integrity is essential for creating the atmosphere we want and expect at Autodesk.

We are committed to establishing and maintaining such an environment and have adopted a Code of Business Conduct (CoBC) that conveys our values and expectations. The code details our policies and procedures, and outlines the ethical considerations that guide our daily work. It covers areas such as equal opportunity, confidentiality, political contributions, anti-corruption, and free and fair competition.

All Autodesk employees worldwide are required to complete CoBC training annually and to certify that they have reviewed, understand, and agree to follow the code. As of April 2012, 100 percent of Autodesk employees have done so. Our

subsidiaries and contractors, suppliers, and service providers are also required to abide by our CoBC.

In addition, Autodesk's Code of Ethics for senior executives and financial officers covers issues such as conflicts of interest, filings with the U.S. Securities and Exchange Commission, and disclosures to the public, as well as compliance with governmental laws, rules, and regulations. It is signed by all executives who report directly to the CEO and by certain members of our finance organization.

Anti-corruption

We are committed to complying with all antibribery laws wherever we do business. Autodesk is subject to the U.S. Foreign Corrupt Practices Act (FCPA), as well as similar laws in many other countries, which prohibits offering, promising, or giving anything of value to a public or government official and requires the maintenance of accurate books of account. The FCPA applies to conduct worldwide and covers all Autodesk operations regardless of location. Any gifts and entertainment involving government or government-related individuals must be in compliance with the law in that country and the FCPA. Any third-party, agent, or intermediary acting on Autodesk's behalf is also prohibited from offering, giving, or accepting bribes.

Reporting Concerns

Our CoBC includes instructions for reporting possible violations of Autodesk policies or practices. The code prohibits reprisal or retaliation of any sort against anyone who has made a good-faith report of a suspected violation.

Our Business Ethics and Compliance Hotline enables employees and third parties to report suspected compliance issues for investigation and resolution. The hotline is available 24 hours a day, 7 days a week, and is run by The Network, an independent company. All calls are answered by trained interview specialists fluent in Spanish and English. For more than 150 other languages, the interview specialists use interpreters.

The toll-free number is available to Autodesk employees worldwide. All calls to the hotline may be made anonymously except where prohibited by law. Autodesk will follow up on and work to resolve all hotline reports made in good faith.

The hotline may be used to report:
- Suspected violations of the Autodesk CoBC
- Questionable accounting practices, accounting controls, or auditing matters
- Suspected violations of applicable laws and regulations
- Any other compliance concerns or issues

A web-based reporting tool is also available. Maintained by the same third party as the hotline, it also allows for anonymous reporting in Chinese, Dutch, English, French, Canadian French, German, Italian, Japanese, Korean, Portuguese, Russian, Spanish, and Vietnamese, except where prohibited by law.

Human Rights

Autodesk promotes and protects human rights wherever it does business. We expect our suppliers and other business partners to comply with all applicable laws and regulations. We will continue to work with our suppliers and refine our own requirements and processes to reinforce our commitment to human rights consistent with our culture of ethical behavior, integrity, and respect.

In December 2011, Autodesk endorsed the United Nations Global Compact. This voluntary initiative includes 10 principles in the areas of Human Rights, Labor, Environment, and Anti-corruption. During the coming year, Autodesk plans to issue a Communication on Progress describing how it is integrating these principles into its business.

Several issues with relevance to human rights such as anti-corruption, privacy, nondiscrimination, employee health and safety, and access to technology are covered throughout this report.

Privacy

Autodesk and its subsidiaries worldwide respect customers' and website visitors' rights and our obligations in regard to privacy and personal information. We protect information in a manner that addresses both legal compliance and strategic business concerns by reviewing and assessing the contribution of each of the following fundamental data protection components: confidentiality, privacy, and security.

Our Privacy Statement explains how we collect, store, use, share, transfer, and retain personal information, as well as how customers and website visitors can access and update their personal information and choices. It also explains how we interact with third parties, such as online and offline service providers who help us with our business needs or channel partners who may provide information to us when customers purchase an Autodesk product license or service through them. All of our employees, contractors, and subsidiaries are required to abide by our Privacy Statement, as well as more detailed internal policies which set forth Autodesk's overall data protection and privacy principles and requirements.

Autodesk adheres to the company's Privacy Principles (see right) in the design of our software. The company must also perform privacy impact assessments in an appropriate and timely manner related to situations (such as product usage) where personal or behavioral information is collected or used. These assessments help to ensure that the proposed activity includes an appropriate level of transparency. As appropriate, the activity must also include a mechanism to track end user consent and allow end users to manage their choices, such as modifying or withdrawing consent.

Autodesk's Privacy Principles
- Transparency and choice (including notice and consent)
- Focused collection and retention
- Respect for context when data is used
- Focused access, sharing, and transfer
- Accountability

Employees

We strive to continually engage, develop, reward, and inspire our approximately 7,500 employees worldwide. Working together, they fuel our sustainability efforts and create products and solutions that people around the globe use to solve problems and propel positive change.

With an average age of 39 and an average tenure at the company of 5.5 years, our employees come from a wide range of personal and professional backgrounds. To support their contributions, we strive to provide a diverse, inclusive, and safe workplace, and offer opportunities for ongoing growth.

Employees by Region*

- Americas 52%
- Asia Pacific 31%
- Europe, Middle East, and Africa 17%
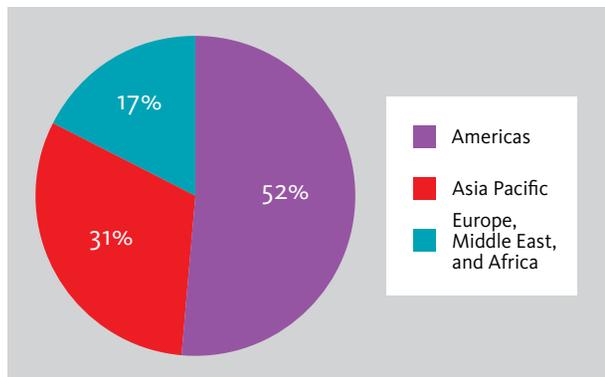
Employee Engagement

Since 2005, we have conducted an annual employee survey to gather feedback in areas such as employee engagement, manager effectiveness, communication, growth and development, leadership and vision, and more. Each year, more than 90 percent of our employees worldwide have completed the survey.

* As of February 1, 2012.

Autodesk placed #52 on FORTUNE Magazine's 2012 list of **100 Best Companies to Work For**

Overall employee engagement rose 4 percentage points to 73 percent in 2011 (see table), a score considered a strength by our external survey partner (anything higher than 65 percent is considered a strength). Furthermore, engagement scores were strong across Autodesk. Improving our overall score in this area remains a company priority for 2012.

Being treated with dignity and respect in the workplace remained Autodesk's highest single score—88 percent of employees either agreed or strongly agreed with that as being their experience at the company. The manager effectiveness score (which represents employees' assessments of their managers' capabilities in the areas of respect and leadership) was also high at 80 percent—equal to the external 90th percentile norm. Additionally, we experienced significant gains in many of the areas we targeted—such as action planning (up 3 percent), growth and development (up 4 percent), and communication (up 3 percent).

Open-ended, anonymous survey comments (the review of which is restricted to executive staff only, to encourage

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Employee Engagement Score

	2008	2009	2010	2011
Employee Engagement* [percent]	78%	72%	69%	73%

*Represents the percentage of employees that responded favorably to three questions that measure different aspects of employee engagement.

employees to respond freely) were in general very positive and showed an overarching sense of passion and excitement about the company, and a strong belief in co-workers.

Diversity and Inclusion

At Autodesk, diversity is both a value and a goal, and we are fortunate to have employees that represent a variety of backgrounds and contribute different perspectives. Such diversity leads to new ideas, creativity, and growth, and adds value to the company. As a global organization, it is essential that our employees mirror the diverse customer base we serve.

Our commitment to diversity is reinforced in our Code of Business Conduct, which states that discrimination or harassment based on a person's race, color, creed, religion, national origin, citizenship, age, sex, sexual orientation, marital status, mental or physical disability, or any other classification protected by law will not be tolerated. This protection applies to all Autodesk employees, contractors, and temporary workers worldwide.

We post all of our job openings to a variety of diversity sites via WorkingDiversity.com, on which we are a featured employer. We also reach out to potential candidates through the Society of Women Engineers.

Global Gender Diversity* [percent female]

	2008	2009	2010	2011
Board of Directors	11%	22%	22%	22%
Company Officers, Executives, and Senior Management	21%	23%	21%	22%
Managers and Supervisors	25%	25%	24%	26%
All Employees	30%	30%	30%	29%

*Percentages are as of the end of the calendar year noted, except for the board of directors, which are as of the annual meeting date, typically a few months following the end of the calendar year.

U.S. Ethnic Diversity* [percent of employees]

	2008	2009	2010	2011
White	75%	75%	75%	74%
All Nonwhite	25%	25%	25%	26%
Black/African American	2%	2%	1%	1%
Hispanic	5%	5%	4%	4%
Asian	18%	18%	18%	19%

*Percentages are as of the end of the calendar year noted. Segments for "All Nonwhite" in 2010 and 2011 do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).

Training and Development

Providing employees with training and development opportunities is fundamental to their continued professional development and to the ongoing success of Autodesk.

We believe that career development is a shared responsibility among employees, their managers, and the company. Employees must clarify and communicate their aspirations, proactively develop relevant skills, and seek out opportunities. Managers, in turn, help set appropriate expectations, direct employees to useful resources and tools, and champion their staff for relevant opportunities. For its part, Autodesk maintains a culture that fosters employee growth, publicizes current and future opportunities, and helps managers support employee development and holds them accountable for doing so.

Autodesk offers extensive professional and technical development to managers, individuals, and teams. We also provide teams with consulting services to identify coaching needs and to run facilitated discussions and team-building sessions.

We do extensive needs analysis throughout the business to inform our training. This is linked to a competency framework for managers and employees, which helps shape training needs by defining what we expect of individuals at certain levels throughout the organization.

For the most part, we assess the value of training using online evaluations after each session. On a broader level, we also measure training effectiveness in our all-employee annual survey. In 2011, 73 percent of responses to the statement "I am provided with opportunities for learning and development" were positive, an increase of 5 percent companywide compared to the prior year. Positive responses to the statement "I receive the training I need to do my job" rose by 3 percent.

Outside the classroom, Autodesk employees can use numerous tools to enhance their learning:

- Web-based on-demand learning material, which enables employees and managers to learn in a self-paced environment
- Resources recommending books, articles, and other materials for specific areas of focus
- Audio webcasts and recordings of training sessions
- Video podcasts of executives and external experts covering key messages and experiences
- An online "manager café" discussion forum that enables managers to share ideas, problems, or concerns with each other in a moderated environment, with online experts from human resources available to assist in real time

- A formal, global tuition reimbursement program enabling any employee to request financial support, and possible time off, to pursue external professional programs

For fiscal year 2012, Autodesk budgeted approximately US$900 per employee globally for training. This includes internal as well as external education programs.

As a part of the development process, all Autodesk employees receive a formal annual performance review. This includes 360-degree input from co-workers and focuses on assessment and feedback against individual goal achievement as well as demonstrated competency and proficiency.

In 2012, Autodesk replaced written performance documentation with a digital process. This saves about 30,000 pieces of printed paper each year, while eliminating the need to ship these documents to human resources locations worldwide and reducing long-term storage costs.

Employee Benefits

Autodesk offers a range of benefits, which vary by location, to meet the needs of our employees, to remain highly competitive with regional practices, and to comply with local statutory requirements. These include high-quality health insurance plans, survivor and income protection plans, and flexible spending accounts as part of our flexible benefits program. We also provide flexibility in the workplace and support for personal needs, and promote a healthy work-life balance. We offer a range of paid time-off programs, including sabbatical, vacation, volunteer time, and holidays. See detail about benefits for U.S. employees.

Freedom of Association

None of our employees in the United States are represented by a labor union. In certain foreign countries, our employees are represented by work councils. We have never experienced any work stoppages because of labor issues and believe our employee relations are good.

Restructuring

In the past, we have periodically initiated restructuring programs to reduce Autodesk's operating costs. For example:

- In fiscal year 2009, we initiated a restructuring program that reduced the number of employees by approximately 700 positions globally and resulted in the consolidation of 27 leased facilities.
- In fiscal year 2010, we launched a restructuring program that resulted in headcount reduction of approximately 430 positions globally and the consolidation of 32 leased facilities around the world.
- In the first quarter of fiscal year 2011, we initiated a restructuring plan that resulted in targeted staff reductions of approximately 200 positions. No leased facilities were consolidated as a part of this restructuring.

In fiscal year 2012, although we had no formal restructuring program, 74 employees were laid off resulting from job eliminations or redeployment. Total turnover during fiscal year 2012 was 11 percent; voluntary turnover was 7 percent.

Health and Safety

Autodesk's employees are its most important asset. We strive to provide them with a healthy and safe work environment.

Health and Wellness

Our commitment begins with helping employees and their spouses or partners avoid or minimize health problems.

After several years of offering our voluntary and confidential wellness program to U.S. employees and their spouses or partners, we continue to enhance the initiative. The program continues to offer voluntary wellness campaigns designed to help employees reduce stress, increase physical activity, and improve their diet. We offer on-site biometric screenings and flu shots at many office locations in Canada and the United States, which have been well received by employees.

"Sustainability matters to our employees. It is one of the reasons they are so proud to work here. Employees (including me!) love being part of a company that cares about creating a better world."

— Jan Becker, Senior Vice President, Human Resources, Autodesk

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In 2011, we launched an initiative making U.S. employees eligible for a free, easy-to-use smart pedometer, also referred to as an accelerometer. Data can be downloaded wirelessly to a personal web portal to monitor daily activities and track progress toward goals. The device uses 3D motion sensor technology to track calories burned, steps taken, distance traveled, and even sleep quality.

Employees are eligible for subsidized health-club memberships or a fitness allowance in countries including Australia, Canada, Denmark, Finland, India, Norway, Russia, Sweden, the United Kingdom, and the United States.

Safety and Security

Autodesk has policies and programs to encourage employee and visitor safety. Our Injury and Illness Prevention program includes the following elements: management commitment and assignment of responsibilities; communication about safety with employees; assurance of employee compliance with safe work practices; scheduled inspections and an evaluation system; accident investigations; procedures for correcting unsafe or unhealthy conditions; and health and safety training and instruction.

Emergency Preparedness, Response, and Recovery

We have created site-specific emergency response plans for all of our locations in case of emergencies such as fire, security threats, or power failure. A senior-level crisis-management team directs and supports local emergency response teams throughout any incident. Employees can call our Security Dispatch Center at any time with questions.

Ergonomic Safety

We continue to offer an online global ergonomic safety program called Workstation Safety Plus (WSP). The online self-assessment and training program tracks personal ergonomic risks identified by employees, and suggests alternative work habits to potentially resolve those issues. In fiscal year 2012, more than 560 employees completed WSP training and risk assessments, and the initiative is ongoing. The number of participants with medium or high ergonomic risk decreased by nearly 40 percent as a result of the program.

If issues persist despite the employee's best efforts, professional ergonomists are available to provide further assessments and recommend corrective measures, including work habit changes and, in some cases, workstation modifications. We have also made available ergonomic keyboards, laptop stands, gel-filled wrist pads and mouse pads, and a line of ergonomic mouse controllers.

Occupational Injury and Illness Performance

In the United States, we track the number of occupational injuries and illnesses resulting in worker compensation claims. The rate per 100 full-time employees declined by 50 percent between fiscal year 2011 and fiscal year 2012. Slip-and-fall injuries, the most significant type during the year, represented 43 percent of the total. Ergonomic- or repetitive stress-related injuries represented 28 percent.
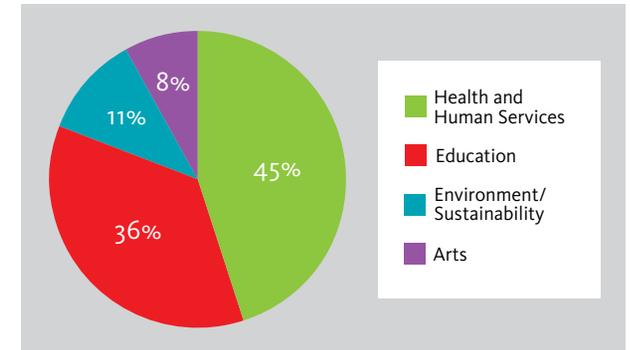
Community Support

Autodesk provides community support in response to local needs in the arts, education, the environment, and health and human services. Through our contributions, products, and the efforts of our employees, we work to build and foster healthy, sustainable communities.

Company giving at Autodesk is a combination of cash and products, as detailed below. This data does not include software downloaded at no charge through the Autodesk Assistance Program and the Autodesk Education Community. See page 12 for more detail about those programs.

Our community investment activities are managed globally by employee volunteers who report to the Manager of Community Relations in San Rafael, California. We complete a thorough approval process for all funding before donations are disbursed.

Cash Contributions by Area, FY2012

- Health and Human Services (45%)
- Education (36%)
- Environment/ Sustainability (11%)
- Arts (8%)

Company Giving [US$]

	FY2009	FY2010	FY2011	FY2012
Cash Contributions	$1,740,000	$1,046,000	$1,038,000	$1,955,000
Product Donations*	$624,000	$5,600,000	$1,500,000	$1,095,000

*Autodesk calculates its product donations at commercial value. This data includes products donated through the Autodesk Community Relations program. This data does not include the value of products donated through the Autodesk Assistance Program (AAP), which provides training and certification to nonemployees wishing to become proficient in Autodesk products, or the value of products granted to students and educators at no cost through the Autodesk Education Community. See page 12 for detail.

Employee Giving and Volunteerism

	FY2009	FY2010	FY2011	FY2012
Employee Giving [US$]	$295,000	$200,000	$222,000	$255,000
Employee Volunteer Hours	N/A*	4,900	8,500	7,900

*Due to a systems issue, data for this year is not available.

In addition to company cash contributions, employee matches totaled $255,000 during fiscal year 2012.

Autodesk also encourages employees to support communities through volunteering. In fiscal year 2012, employees logged more than 7,900 volunteer hours at schools, food banks, animal shelters, and other organizations, and participated in walks, runs, bike rides, and other events which benefited the community. Employees are granted 48 hours each year to volunteer during company time in the nonprofit sector. The company posts opportunities on an internal electronic bulletin board, and charitable organizations seeking volunteers can submit information for publication.

Access to Technology

For 30 years, Autodesk has been making design technology more accessible to more people worldwide. Our three-fold approach includes product innovations, free and discounted software, and education. See page 12 for more detail.

About This Report

Autodesk is committed to sharing information about our environmental and social performance and how our products enable sustainability. This transparency enables customers, investors, employees, nongovernmental organizations, and others to assess our progress.

In 2008, we published our first sustainability report. Since then, our sustainability initiatives and accomplishments have grown. This document describes our progress through fiscal year 2012 (ending January 31, 2012). Performance data included in this document is based on the Autodesk fiscal year when noted, and calendar year otherwise. Performance data covers the company's global operations, unless otherwise stated.

Partnerships

Autodesk builds awareness and boosts adoption of sustainability through partnerships, sponsorships, and strategic alliances with customers, thought leaders, and a wide range of organizations. Examples include the following:

The Autodesk Clean Tech Partner Program has provided hundreds of clean tech companies around the world with software at almost no cost, as well as opportunities to help them develop critically important solutions that address pressing environmental issues.

Granta Design is the largest organization worldwide dedicated solely to materials information technology. Autodesk and Granta Design partnered to co-develop Eco Materials Adviser, integrating Granta's eco design methods into Autodesk Inventor® software. This allows designers and engineers to estimate and improve the overall environmental impact of their materials choices.

Autodesk is collaborating on Carbon Disclosure Project (CDP) Cities—a standardized platform for cities around the world to disclose their greenhouse gas emissions and risks and opportunities related to climate change in areas such as land use, buildings, transportation, and energy. Autodesk helped shape the questionnaire for cities, and is working to bring the results to life with an interactive map.

Additional partnerships across various dimensions of sustainability include the following:

Research and Advocacy
- Rocky Mountain Institute
- Sustainability Roundtable, Inc.
- U.S.-China Energy Cooperation Program
- World Resources Institute

Standards Development
- Comprehensive Assessment System for Built Environment Efficiency
- German Green Building Council
- Practice, Education, and Research for Sustainable Infrastructure
- U.S. Green Building Council

Joint Technology Development
(including government grants)
- Environmental Intellect
- Green Sigma Coalition
- UK Technology Strategy Board
- University of California-Berkeley Department of Mechanical Engineering, Laboratory for Manufacturing and Sustainability
- U.S. Department of Defense Environmental Security Technology Certification Program

View a more complete list.

Awards and Honors

Autodesk has been selected for inclusion in several socially responsible investment indexes and other ratings and rankings. These are composed of carefully selected companies worldwide that demonstrate commitment to sustainability and strong overall environmental, social, and economic performance. Recent examples include the following:

- Dow Jones Sustainability World Index (2011, 3rd consecutive year)
- FTSE4Good Index Series (2012, 4th consecutive year)
- Maplecroft Climate Innovation Indexes (2012, #10 of largest 348 U.S. companies)
- FORTUNE Magazine's 2012 list of "100 Best Companies to Work For" (#52)
- Fast Company Magazine's Most Innovative Companies in Education (2011, #6)
- Cleantech Index (2012)

See more detail.

GRI Index

The Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines provide principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. Autodesk took this framework into account in developing the contents of this report. The following index provides the locations of related content.

Item	Description	Detail
STRATEGY AND ANALYSIS		
1.1	Statement from the most senior decision maker in the organization about the relevance of sustainability to the organization and its strategy.	Letter from CEO Carl Bass
1.2	Description of key impacts, risks, and opportunities.	Sustainability Strategy
COMPANY PROFILE		
2.1	Name of the organization.	Autodesk, Inc.
2.2	Primary brands, products, and/or services.	Products
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Industries Annual Reports
2.4	Location of organization's headquarters.	San Rafael, California
2.5	Number of countries where the organization operates, and names of countries that have major operations or that are specifically relevant to the sustainability issues covered in the report.	Corporate Environmental Management Employees
2.6	Nature of ownership and legal form.	Autodesk, Inc., is incorporated under the laws of Delaware, United States. Its shares are publicly traded on the NASDAQ stock exchange under the symbol ADSK.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Industries Customers
2.8	Scale of the reporting organization.	Annual Reports Performance Summary
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Annual Reports
2.10	Awards received in the reporting period.	Awards and Honors
REPORT PARAMETERS		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	About This Report
3.2	Date of most recent previous report (if any).	Summer 2011
3.3	Reporting cycle (annual, biennial, etc.)	About This Report

3.4	Contact point for questions regarding the report or its contents.	sustainability@autodesk.com
3.5	Process for defining report content.	Sustainability Strategy Corporate Environmental Management About This Report
3.6	Boundary of the report.	About This Report
3.7	State any specific limitations on the scope or boundary of the report.	Noted in relevant sections
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Corporate Environmental Management About This Report
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Performance Summary Carbon Footprint
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement.	Performance Summary
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Performance Summary Community Support
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	Bureau Veritas verified Autodesk's Scope 1 and Scope 2 greenhouse gas emissions inventory and provided methodological assurance for the complete inventory for fiscal year 2012. See the verification statement.
GOVERNANCE, COMMITMENTS, AND ENGAGEMENT		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Corporate Governance
4.2	Indicate whether the chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	Corporate Governance
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or nonexecutive members.	Corporate Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	In Autodesk's proxy statement, we direct correspondence to the board of directors through our headquarters address.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Corporate Environmental Management Business Ethics
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	Partnerships Public Policy

4.14	List of stakeholder groups engaged by the organization.	Autodesk has a wide range of stakeholders, including customers and prospective customers; employees and prospective employees; government/policy makers; investors; vendors; local communities; students; strategic partners; nongovernmental organizations; the press, members of the Autodesk Developer Network; and resellers and distributors.
4.15	Basis for identification and selection of stakeholders with whom to engage.	To determine the most appropriate organizations to engage with, we consider their relevance to our business, the investment of time and resources required—and, when relevant, their influence and expertise in sustainability.

ECONOMIC		
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. (Core)	Community Support Annual Reports Performance Summary
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change. (Core)	Carbon Footprint
EC3	Coverage of the organization's defined benefit plan obligations. (Core)	Annual Reports Employees

ENVIRONMENTAL		
EN3	Direct energy consumption by primary energy source. (Core)	Performance Summary
EN4	Indirect energy consumption by primary source. (Core)	Performance Summary
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	Performance Summary Carbon Footprint
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)	Sustainability Solutions Autodesk as a Living Lab
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	Carbon Footprint
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core)	Performance Summary Carbon Footprint
EN17	Other relevant indirect greenhouse gas emissions by weight. (Core)	Performance Summary Carbon Footprint
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	Carbon Footprint
EN22	Total weight of waste by type and disposal method. (Core)	Performance Summary Waste in Operations
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	Waste in Operations

EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (Core)	Performance Summary Environmental Compliance
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional)	Performance Summary Employee Travel Waste in Operations

LABOR PRACTICES AND DECENT WORK

LA1	Total workforce by employment type, employment contract, and region. (Core)	Employees Performance Summary
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations. (Additional)	Employee Benefits
LA4	Percentage of employees covered by collective bargaining agreements. (Core)	Freedom of Association
LA10	Average hours of training per year per employee by employee category. (Core)	Performance Summary Training and Development
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional)	Training and Development
LA12	Percentage of employees receiving regular performance and career development reviews. (Additional)	Training and Development
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. (Core)	Diversity and Inclusion

SOCIETY

SO5	Public policy positions and participation in public policy development and lobbying. (Core)	Public Policy
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (Additional)	Public Policy