Sustainability in action

From epic challenges
to integrated solutions
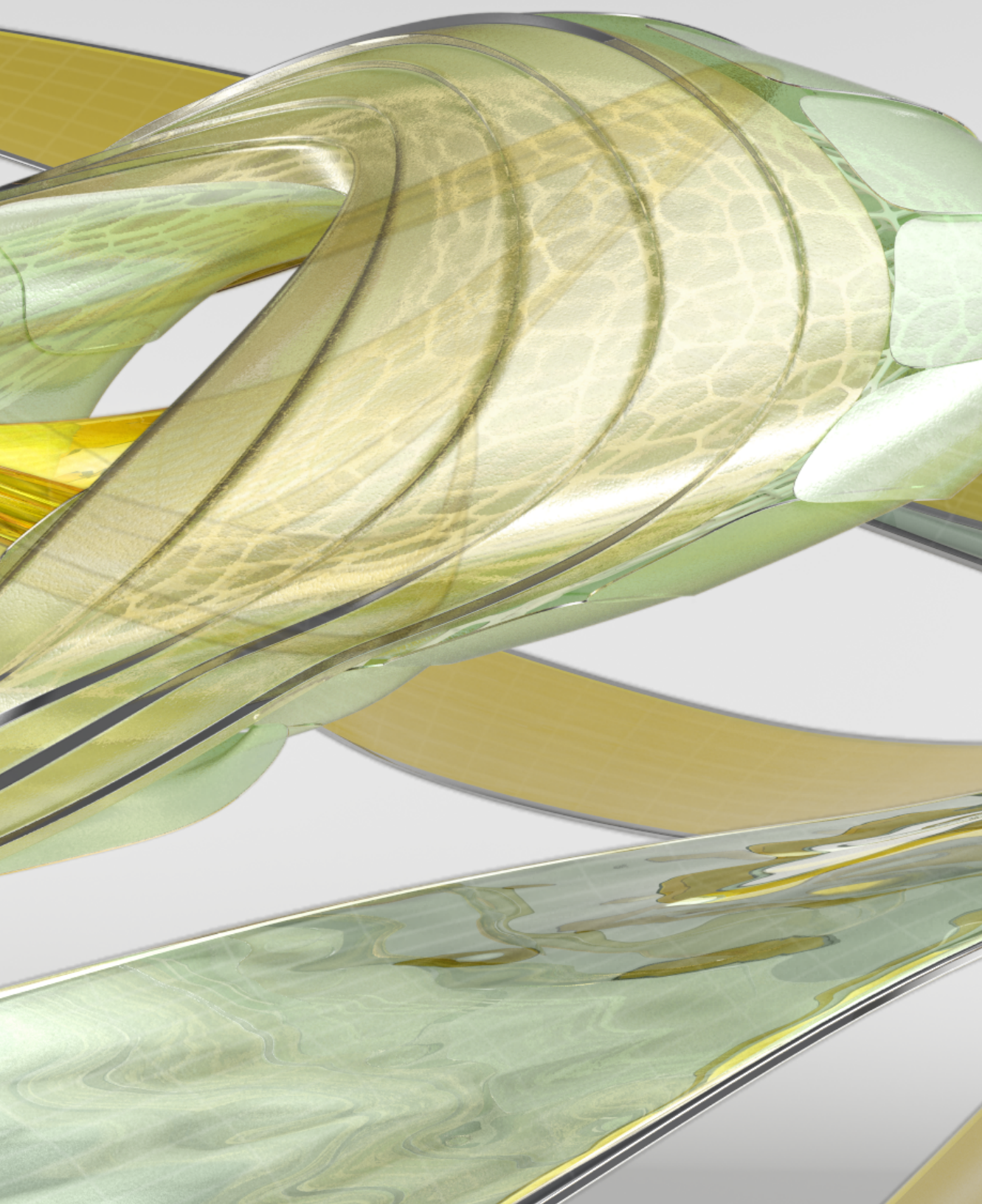
AUTODESK

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Letter from our CEO

At Autodesk, we believe designers play a critical role in addressing today's most epic challenges, including energy, climate change, and access to water, health care, and education, among others. With our global population expected to reach 9 billion by 2050, we are now confronted with the ultimate design challenge—to design a future where everyone can live well *and* live within the limits of the planet.

Amidst these challenges, I'm optimistic and hopeful. I see Autodesk customers around the world rising to meet these challenges—focusing their talents, ambitions, and careers to design a better future. They are embracing planetary limits as design constraints, and radically transforming the way we design and redesign our world. To accelerate their efforts, we provide products and services to make sustainability easy, insightful, and cost-effective. Designers, architects, and engineers are using these tools to design solutions that reduce energy use, advance water management, improve urban transportation, and more.

Our customers inspired us to create the Autodesk Foundation. Launched in early 2014, it is the first foundation to invest in design for impact. We are excited to align our corporate giving with our core business and expertise in design, and we hope to inspire our employees—and designers everywhere—to help build a better world. This past year, we've also continued to equip thousands of clean tech pioneers globally with our software, and we have grown our offering of free online learning tools that teach the principles and practice of sustainable design.

We also implement best practices in our own operations—reducing our environmental footprint, creating a dynamic and rewarding place to work, and engaging suppliers, partners, and employees in our vision.

The challenges we face as a global community are epic. But we are humbled and inspired to be working alongside designers, engineers, architects, and artists who are imagining, designing, and creating a better world for everyone.

Sincerely,

Carl Bass
Chief Executive Officer
Autodesk

Strategy for designing a better world

Experts anticipate that by 2050 we will live in a world of 9 billion people, up from 7 billion today. More people will only intensify the complexity and urgency of the global challenges we face, such as energy demands, climate change, and access to water, healthcare, and education, among others. These challenges are already reaching epic proportions. They are interconnected, intractable, and seemingly unsolvable. We need to design solutions that will help us provide for *more* people while demanding *less* from the planet.

Designers around the world are meeting this challenge head on and focusing their talents, ambitions, and careers to design a better future within these constraints. We're in the midst of a design-led revolution, and we're seeing the power that designers have to intentionally shape our world.

Designers from San Francisco to Nairobi are changing how we design and redesign the world around us at an unprecedented pace. With access to information that was previously inaccessible, they can understand the potential impacts of their design on the larger system it fits within. They can analyze and test thousands of iterations of a design in just minutes. They can collaborate in unprecedented ways, inviting more voices and massive collaboration into every step of the design process. Autodesk equips these designers with the tools and technologies they need to imagine, design, and create this better world.

Our sustainability strategy focuses our efforts where we can have the greatest impact: providing the best sustainability solutions; delivering learning and training opportunities; expanding access to technology; and leading by example with our business practices.

Provide the best sustainability solutions

Autodesk's biggest opportunity to make a positive impact in sustainability is by delivering products and services that make sustainable design easy, insightful, and cost-effective. This benefits our customers, who use our products and services to improve decisions that have substantial and long-term environmental impacts—from planning cities and designing buildings to supplying drinking water and manufacturing products.

Across our portfolio of more than 100 products and consulting services for the building, infrastructure, and manufacturing sectors, we continue to integrate analytical capabilities, robust data sets, and design principles to help our users achieve higher-quality, and more sustainable, project outcomes. Our customers use these solutions to capitalize on the increasing number of opportunities presented by the growing market transformation toward more sustainable design.

Deliver learning and training opportunities

Skilled practitioners of sustainable design and engineering are in short supply, yet we've never needed them more. Through education, we can empower masses of people to understand the challenges we face and how to design lasting and scalable solutions to address them.

Through the Autodesk Sustainability Workshop and Building Performance Analysis Certificate (BPAC) Program, students and professionals are learning how to use design technology and analytics to make better, more sustainable design decisions during every step of the design process. Autodesk also sponsors sustainable design competitions and collaborates with leading academic institutions and organizations to inspire more people to use design to address our most pressing challenges.

Expand access to technology

Solving complex challenges requires bringing more people, more ideas, and the best thinking to the table. We offer discounted and no fee software to students, nonprofit organizations, employees, and others who are developing design solutions that will shape a more sustainable future.

The Autodesk Clean Tech Partner Program supports clean technology pioneers. Through this program, we have provided thousands of companies across 30 countries with Autodesk® software for a nominal fee. In 2013, we established our Technology Impact Program for software donation. This helps nonprofit organizations design high-impact solutions to social and environmental challenges by providing them with easy access to our professional software suites for a small license fee.

Lead by example

We continually improve our business by implementing and promoting best practices in sustainable operations. Using our own sustainability solutions and those of our customers, we treat our business operations as a living lab for experimentation and improvement. We measure and report our performance in order to continually improve and to inspire broader adoption of best practices.

Our employee base is one of our most valuable assets, and we inspire and encourage our employees to contribute to a better world, both at work and in their communities. We foster a culture of ethical behavior and respect, and demand the highest integrity in our interactions with each other, our customers, and our suppliers and business partners.

Materiality assessment

Last year, working with consulting firm BSR, we engaged Autodesk executives and content experts from across the company's business groups, functions, and regions to evaluate the environmental and social issues that have the largest impact on Autodesk's success as a company and the most relevance to global sustainable development. We also assessed the level of influence that Autodesk has in each area and how each of these factors might evolve between now and 2050. Through this process, we looked for gaps or blind spots in our strategy and worked to identify emerging issues.

The assessment confirmed the areas where we have historically focused our sustainability efforts. It also complemented other analyses we conduct, such as those related to Autodesk's product strategies and market sizing.

The following issues rated highest in importance to Autodesk's business success as well as importance to sustainable development:

• Enable energy efficiency and greenhouse gas emissions reductions for Autodesk customers

• Support best practices, and spur new practices, across the design industry with our technology and public policy efforts

• Advance sustainable design education

• Ensure the privacy and security of the data Autodesk collects

• Ensure diversity and equal opportunity within the Autodesk workforce

• Mitigate the impact of piracy and theft of Autodesk intellectual property

• Invest in Autodesk employee training and development

• Enable energy efficiency and greenhouse gas emissions reductions in our own business operations

These findings inform our strategy and provide a platform for further engagement with external stakeholders as well as executives and employees companywide.

See pages 8–10 of our FY2013 Sustainability Progress Report for additional details, as well as key themes from the analysis and expected trends for some of these issues in the coming decades.

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Sustainability governance and management

Our sustainability governance model ensures strong collaboration and clear accountability across Autodesk. Our CEO Carl Bass and his executive team have ultimate accountability for sustainability at the company, and for integrating sustainability into Autodesk's overall strategic planning process. We have teams throughout the company who are responsible for implementing Autodesk's sustainability strategy within their area of expertise.

- Our **Sustainability Solutions Team** works across the business to incubate new products and services that address the energy-, water-, and materials-related business challenges of our customers in the building, infrastructure, and manufacturing industries. This involves collaboration with the **Information Modeling and Platform Product Group**, which develops solutions for modeling and performance analysis of building and infrastructure, the **Manufacturing Industry Group**, which develops solutions for modeling and simulation of manufactured goods, and the **Autodesk Consumer Group**. The team reports to our senior vice president of industry strategy and marketing and conducts quarterly briefings for the CEO and senior vice presidents of product development.

- Our **Building Performance Analysis Team** develops solutions that analyze building performance and enable designers to maximize energy efficiency before construction begins using a cloud-based platform that works with a variety of industry tools. The team works closely with other product teams to ensure analysis is well-integrated into Autodesk solutions and reports to our senior vice president of information modeling and platform products.

- Our **Business Integration and Sustainability Team** sets strategies to improve our facilities' environmental performance, including piloting and helping to refine our products and services using our own operations as a living lab. This team reports to our vice president of corporate real estate, facilities, travel, and safety and security.

- Our **Office of Environmental Health and Safety** establishes and enforces policies and tracks trends related to environmental health, safety, and compliance.

This team also reports to our vice president of corporate real estate, facilities, travel, and safety and security.

- Our cross-functional **Environmental Core Team** serves as an executive advisory board, establishing priorities and goals and creating plans to improve operational performance. It also promotes and reports these efforts throughout the company. See page 13 for more detail.

- Our **Corporate Sustainability Team** works across the business to align our efforts with an aim to inspire and equip more people to use design to solve epic challenges. The team delivers learning and training resources, provides access to software via the Clean Tech Partner Program and Technology Impact Program, engages employees via the Employee Impact Program, leads our Sustainable Business and Operations Program, and oversees all sustainability reporting for the company. This team reports to the company's chief marketing officer.

- The **Autodesk Foundation** is a newly created 501c3 organization funded by Autodesk, Inc. The Foundation invests in and supports the most impactful individuals and organizations using design to create a better world. The Foundation's CEO and president is accountable to the Foundation's board of directors.

Other aspects of sustainability—such as promoting ethical conduct and human rights, protecting employee and customer privacy, and providing employees an inclusive and engaging place to work—are managed by different groups across the company.

Stakeholder engagement

The scale of the challenges we face requires massive collaboration across a broad range of perspectives and expertise. Engaging and partnering with stakeholders and industry players is core to our efforts to design a better world. Here are just a few examples of how we partner with stakeholders at Autodesk:

- We meet with customers and prospective customers regularly to help shape our strategy and product road map and to test Autodesk's Sustainability Solutions.

- We engage with government officials and policy makers on public policy issues related to sustainability and sustainable design.

- We partner with educators and institutions to train and prepare students for careers in architecture, engineering, and other related fields.

- We listen to, engage, and inspire thousands of employees to participate directly in our sustainability and Autodesk Foundation efforts.

Stakeholder groups Autodesk engages

- Customers and prospective customers
- Employees and prospective employees
- Government/policy makers
- Investors
- Vendors
- Industry associations
- Local communities
- Students and educators
- Software developers
- Press and analysts
- Resellers and channel partners
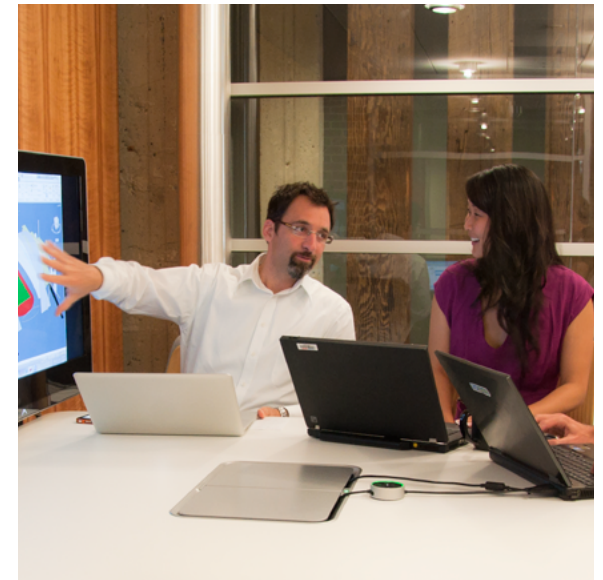
Products and services

Through its products and services, Autodesk strives to make sustainability easy, insightful, and cost-effective. Our customer base has a sizeable reach with great potential to create positive environmental change. To bolster our customers' ability to deliver sustainable projects, we continually improve Autodesk Sustainability Solutions and then apply them in our own facilities, using our buildings as living labs to showcase how our products can improve environmental performance. In addition, we work to increase access to our technology and invest in programs to educate students in the fundamental principles of sustainable design.

Professional customers and consumers

Twelve million professionals worldwide use our solutions to plan cities, design buildings and products, supply people with energy and water, develop manufacturing processes, and more. They represent a wide range of disciplines, including architecture, engineering, construction, natural resources, infrastructure, manufacturing, and media and entertainment.

An increasing number of customers request information about our Sustainability Solutions. We share best practices with them and continue to improve our products and services to help customers increase their ability to deliver sustainable projects.

In addition to solutions for our professional customers, we offer a broad and rich portfolio of free or low cost mobile and web-based tools and communities for artists, makers, gamers, home enthusiasts, and students. Since we formed the Autodesk Consumer Group in November 2010,

we have grown our user base to more than 170 million consumers. We are exploring ways to engage this audience to promote the need for sustainable thinking more broadly.

Sustainability Solutions

The biggest opportunity for Autodesk to make positive sustainability impacts is through our products and services.

More than ever, incorporating environmental sustainability into products, processes, and assets is a business imperative, with significant opportunities to enhance profitability, decrease risk, and win new business. In the next few years, sustainable design strategies will become a standard market expectation, alongside traditional considerations such as cost and durability (see our video, "Making Sustainable Design a Priority"). In anticipation of this market transformation, our mission at Autodesk is to make sustainability easy, insightful, and cost-effective in high-impact industries. We do this by delivering modeling, simulation, analysis, and process management solutions that streamline and democratize sustainable design. These solutions combine software workflows with consulting services.

We aspire to provide solutions that enable informed decisions throughout an asset's lifecycle, empower more people and organizations to incorporate environmental considerations without expensive subject matter experts, and optimize the energy and water footprint of products, assets, and processes.

Autodesk Sustainability Solutions cover the major economic sectors with the largest environmental impact: buildings, infrastructure, and manufacturing.

Sustainable building solutions

Buildings are one of the biggest consumers of energy on the planet. In the United States, buildings demand more than 40 percent of the country's energy use. Globally, buildings represent an estimated 38 percent of the total emissions reductions needed to stabilize the climate by 2050.[1]

In fiscal year 2014, we finalized development of several new solutions for launch in fiscal year 2015 that will help designers maximize energy efficiency in new and existing buildings:

- **Low-Energy Building Design:** New simulation workflows (such as energy modeling, daylighting, and thermal studies) lower the barriers to performing analysis early in the design process, when the biggest impact can be made on a building's lifecycle energy use and carbon emissions.

- **Rapid Energy Modeling for Existing Buildings:** This streamlined process uses minimal data from existing building conditions to quickly capture, model, and analyze energy use—providing valuable information for decision making related to retrofit investments. Learn more.

- **Data Center Energy Efficiency:** This workflow models and characterizes airflow precisely to help data center owners and their consultants make effective use of available air resources and eliminate wasted energy related to cooling. Learn more.

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1. WBCSD (2009) "Energy Efficiency in Buildings: Transforming the Market" with data from Lawrence Berkeley National Laboratories

Sustainable infrastructure solutions

Aging infrastructure worldwide is already straining to keep up with population growth, and the UN predicts that within 35 years, 2 billion more people will live in the urban areas of today's developing countries.[1] This unprecedented urbanization requires a disciplined focus on developing sustainable cities. Autodesk sustainable infrastructure solutions use Building Information Modeling (BIM) to enhance the work of master planners, civil engineers, contractors, and owners.

In fiscal year 2014, we developed a Green Stormwater Infrastructure and Flood Control solution to complement our existing infrastructure products. This solution offers real-time design and analysis of low-impact development techniques for stormwater management on building sites, roads, and highways. These techniques address the need for resilience in coastal urban areas and reduce runoff using strategies that manage rainwater as a precious resource rather than a pollutant.

Sustainable manufacturing solutions

From product materials selection to industrial operations, the manufacturing sector offers many opportunities to minimize environmental impact. Autodesk solutions assist designers in choosing greener materials that satisfy performance requirements, and help factory planners optimize layouts to improve facility efficiency.

We finalized development of two new solutions in fiscal year 2014 that help customers improve the sustainability of their designs and manufacturing processes:

- **Green Product Design – Vehicle Efficiency:** Autodesk Digital Prototyping solutions support early-stage simulation, enabling vehicle manufacturers and suppliers to test lighter-weight materials and more aerodynamic designs to ensure they will perform well, be easy to manufacture, and last.

- **Factory Energy Management:** Factory owners can build 3D models of new or existing plants to run computational fluid dynamics simulations that uncover cost-effective modifications to the HVAC system and building envelope. Learn more.

Visit our Sustainability Solutions web page for more information about our solutions for the building, infrastructure, and manufacturing industries, plus links to videos and our publications about the future of sustainable design.

Autodesk as a living lab

We have a unique opportunity to use our Sustainability Solutions and products from our customers and clean tech partners (such as LED light bulbs, visual lighting sensors, and other energy-efficient building technology) in our own operations. This enables us to explore and enhance sustainability functionality in our solutions, improve our own environmental performance, and showcase how customers can use our solutions to meet their own needs in sustainability.

In addition to using Autodesk software to design many of our new office renovations during 2013, we also used the Autodesk® apps for Leadership in Energy and Environmental Design (LEED®) automation at our Waltham location to achieve our first certification for LEED in Building Operations and Maintenance: Existing Buildings.

Learning and training

Sustainable design is becoming increasingly important to the architecture and engineering fields. At the same time, significant education and skill gaps exist in this area. For students to meet the growing demand in their fields, they must be better prepared. In addition, there is a movement of makers and artists who increasingly turn to design software to help them decide what shape their creations will take and how to make them more sustainable. Autodesk offers educational tools and resources to help makers, students, educators, and professionals understand sustainable design and its application across many industries.

Online learning

We offer free, flexible, self-paced online learning opportunities to teach sustainable design concepts to those already practicing or considering a career in architecture, engineering, design, and other related fields.

- Autodesk Sustainability Workshop is a free online knowledge base that teaches the principles and practice of sustainability in engineering, architecture, and design. Short, engaging videos and articles teaching the fundamentals of sustainable design are paired with case studies and tutorials that illustrate how to put complex concepts into practice with

Image courtesy of Christian Kasper

Autodesk tools. Since launching in 2010, the Sustainability Workshop has received more than 1.3 million visits, and hundreds of educators and academic institutions worldwide have integrated the materials into their classes.

- In 2013, Autodesk launched the Building Performance Analysis Certificate (BPAC) Program, a first-of-its-kind, free online course that teaches building science fundamentals and Autodesk building performance analysis tools. More than 8,000 people have registered for the course, and about 200 educators worldwide are using it to supplement coursework. We are currently piloting a set of BPAC online courses that will provide continuing education credits for professionals. We expect the courses to be available more widely during the fall of 2014.

- The online Autodesk BIM Curriculum for AEC was created to prepare learners for professional practice in architecture, engineering, and construction management. The Autodesk BIM Curriculum site, which has received more than 1.1 million cumulative views, has extensive learning materials, YouTube videos, exercises, assessments, and more to teach BIM and sustainable design practices, along with integrated project delivery (IPD) concepts.

- Launched in 2012, the Autodesk Simulation Workshop is a resource to help increase students' and practicing engineers' fundamental understanding of how computer-aided engineering software tools work. Using Autodesk simulation and analysis tools, the workshop connects theory, numerical methods, and application.

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1. UN Population Division, 2007 Revision

- The Digital STEAM Workshop invites high school students to download Autodesk software at no charge and then create and share their designs. It includes extensive content and lesson plans, covering energy literacy and green building design.

Partners and sponsorship

We support students' passions outside the classroom as well by creating and sponsoring sustainable design competitions, such as Transformation 2030, a competition to design a socially and environmentally responsible mixed-use development at a real site in South Bronx, New York. The competition is a partnership between Autodesk, the Majora Carter Group, Architecture 2030, and the The American Institute of Architecture Students.

Autodesk also works closely with industry-leading organizations in sustainability education to extend our reach to students and educators. In 2014, we are fostering relationships with academic researchers and building a peer-to-peer community. Through this support, we fuel creativity and help students understand how to integrate sustainable design strategies into their work (both now and in the future).

Access to technology

We provide software solutions to people around the world—from design and engineering professionals and students to clean tech innovators and nonprofit organizations. By increasing access to our technology, we are opening up new opportunities and expanding the number of people who can use our solutions to create a better world.

Discounted and no fee software

We offer discounted and no fee versions of Autodesk software to a variety of individuals and organizations, including the following:[1]

- **Early adopters:** Autodesk Labs offers the public early access to prototypes, technology previews, and experimental web services at no charge. People can access this professional-grade software in preview mode, trying out new features and workflows while providing constructive feedback to Autodesk.

- **Students:** Autodesk Education has provided access to Autodesk software to more than 157 million students and educators with no fee.

  » Through the Autodesk Education Community, students and educators can access more than 50 titles of Autodesk professional-grade software at no charge. Since the Community's inception in 2006, over 8 million students and educators have registered, including more than 1 million in 2013.

  » Through Autodesk Academic Resource Center (ARC), schools gain access to Autodesk software for their classrooms and labs at no charge. The program is currently available in emerging markets and will be rolled out to mature markets in 2014.

  The value of the software we donated through these programs was in the billions of dollars for fiscal year 2014.

- **Educational organizations:** We provide access to Autodesk technology to education-focused organizations, such as FIRST® Robotics, F1 in Schools™, Discovery Education, ISTE, Intel® Computer Clubhouse, PACE, Project Lead the Way, VEX® Robotics, SkillsUSA, U.S. Department of Energy Solar Decathlon, NESTA, The Chronicle of Higher Education, NMC, EDUCAUSE, and WorldSkills.

- **Consumers:** We make our technology accessible to everyone from artists and makers to gamers and home enthusiasts. More than 170 million individuals have accessed the consumer products and communities we offer at low cost or no charge.

- **Customers in emerging economies:** At the time of publishing this report, Autodesk also makes older versions of Autodesk® AutoCAD® and Autodesk® AutoCAD LT® software available for purchase in some countries with emerging economies. The list price of these versions is usually a percentage off the list price of the latest release. We also have a policy of adjusting our list pricing in a number of countries to account for lower purchasing power in those locations relative to more mature markets.

- **Employees:** Since late 2012, Autodesk has granted its employees access to most Autodesk products at no charge.

- **Nonprofit and community organizations:** In fiscal year 2014, we donated software worth nearly US$3.2 million to nonprofit organizations. Some of this support included software donations we made through the Autodesk Technology Impact Program to nonprofit organizations that are using design to solve epic challenges. Learn more about the program later in this section.

- **Clean technology entrepreneurs:** Through our Clean Tech Partner Program, we support those who are designing clean technology solutions to solve environmental challenges. Learn more about the program below.

We also strive to facilitate knowledge sharing and expand access to information. Here are a few examples:

- Instructables is an online community where creative people share innovative projects and ideas, including sustainability-themed projects related to solar energy, graywater, and upcycling. Instructables also runs contests for participants related to green design and e-waste reduction.

- The Autodesk Knowledge Platform is an online hub for user support, learning, and community resources that makes it easier for users to access and exchange information relating to the use of Autodesk solutions.

- Autodesk Sustainability Workshop is an online resource that teaches the principles and practice of sustainability in engineering, architecture, and design with no fee. Learn more on page 8.

Partnering for clean technology

The Autodesk Clean Tech Partner Program, founded in 2009, supports pioneers who are designing clean technology solutions to solve environmental challenges. We provide participants with up to US$150,000 worth of software for only US$50, which they can use to design, visualize, and simulate their groundbreaking ideas through the creation of digital models and prototypes.[2] Through this program, we have supported thousands of companies across 30 countries. Learn more about the Clean Tech Partner Program.

We also work with leading clean tech investors, governments, and others to advocate for and promote

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1. No fee products are subject to the terms and conditions of the end-user license and services agreement that accompanies the software. The software is for educational purposes only and is not intended for commercial use.

2. Value is based on up to 5 commercial licenses of each application unless otherwise noted. Autodesk® 360 services for up to 5 single user authorizations for 1 year.
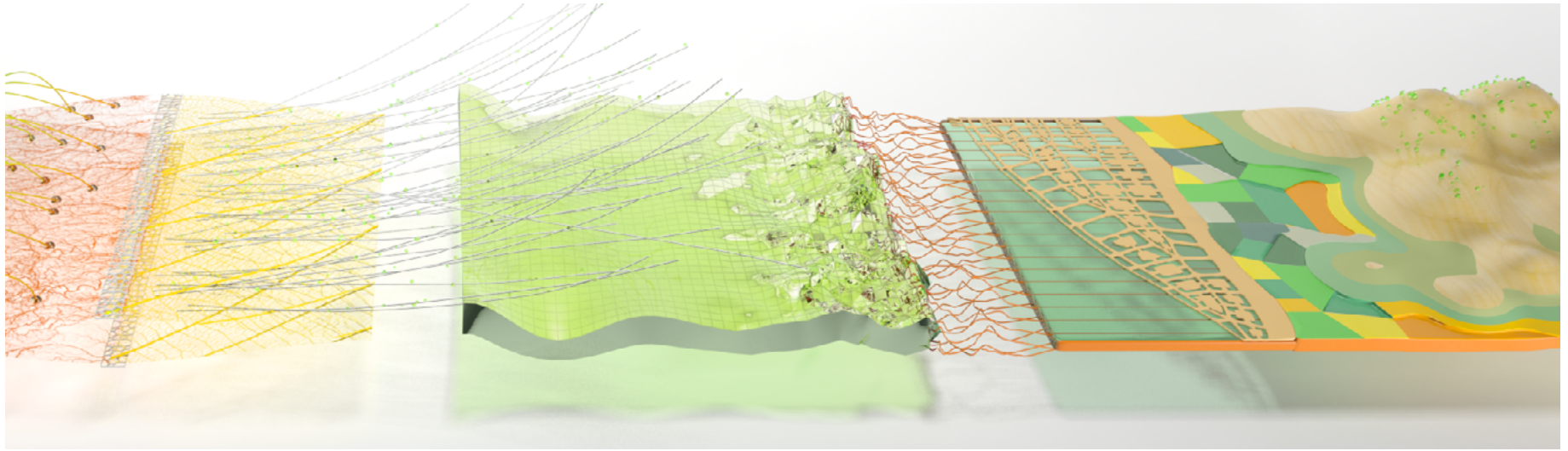
the industry. For instance, we collaborate with the Australian Department of Industry through the National Clean Technology Competition to accelerate clean technology development in that country. We partner with Cleantech Group to provide exposure for clean tech innovators and help them engage with investors and sustainability thought leaders.

Technology Impact Program

Established in September 2013, the Autodesk Technology Impact Program provides software donations to nonprofit organizations and individuals that are using design to solve social and environmental challenges and create a better world. Qualifying applicants can receive initial grants of two professional Autodesk software suites—valued at up to US$15,000—for US$30 per license. More than 200 organizations were participating as of the end of 2013. Through this program, we support nonprofits such as D-Rev, MASS Design Group, and KickStart International, helping them pursue breakthrough ideas in health, poverty, and architecture. Through this program, we also provide grantees of the Autodesk Foundation with our technology.

Learn more about the Technology Impact Program.

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 2014 to advance sustainability principles. We focused especially on building and infrastructure development and supporting policies that promote the use of modeling, simulation, analysis, and process management technologies, which make sustainability easy, insightful, and cost-effective. To this end, Autodesk has recently:

- Provided input on European Commission draft documents regarding sustainable construction

- Worked in the European Union to accelerate the deployment of BIM tools and processes to help achieve energy efficiency and greenhouse gas (GHG) emissions reduction goals

- Donated completely rewritten EnergyPlus engine source code to the U.S. Department of Energy's open source license, to make the engine more widely usable (learn more)

- Made a science-driven methodology for setting climate targets available for free to municipal governments (learn more)

- Worked with the City and County of San Francisco, California, using 3D modeling and simulation to engage the public in urban planning (learn more)

- Advised industry organizations such as World Resources Institute and the Sustainability Accounting Standards Board to drive the scope and direction of programs and standards for carbon accounting and disclosure of information technology energy use

- Worked with World Resources Institute and Rocky Mountain Institute to provide government officials with expert data and analysis regarding energy efficiency technology for buildings 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 state or local U.S. elections in fiscal year 2014. See historical data on page 23.

Environment

As we empower our customers to create a more sustainable world, we are applying the same standards of sustainability to our own operations. We implement best practices—with a focus on energy use and greenhouse gas (GHG) emissions, since those represent the most significant environmental impacts from our operations. We also strive to use water, materials, and other resources effectively, in our own facilities and across our value chain.

Carbon footprint

Autodesk decreased revenue by 1.7 percent in fiscal year 2014 compared with fiscal year 2013, while reducing absolute GHG emissions by 5.8 percent during that same period, to 53,100 metric tons carbon dioxide equivalent (CO_2e). Our footprint is 38.1 percent smaller in absolute terms than in 2009, our baseline year. During fiscal year 2014, Autodesk's CO_2e emissions decreased by 9.9 percent per employee and 5.3 percent per square foot of real estate, compared with the prior year. See the following pages for more detail about progress we have made to reduce our emissions.

Autodesk follows the Greenhouse Gas Protocol for carbon measurement and reporting, and we've earned recognition by CDP and several socially responsible investment indexes for our processes and performance. We include a broad range of business activities in our footprint, including several Scope 3 emissions categories.[1] See the chart on this page and our performance summary on page 21 for detail. As in fiscal year 2013, Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 GHG emissions inventory for fiscal year 2014. They will also provide methodological assurance for the complete inventory.

Additional information about emissions related to our products and operations can be found in the following places:

GHG emissions by activity
(Thousand metric tons CO_2e)
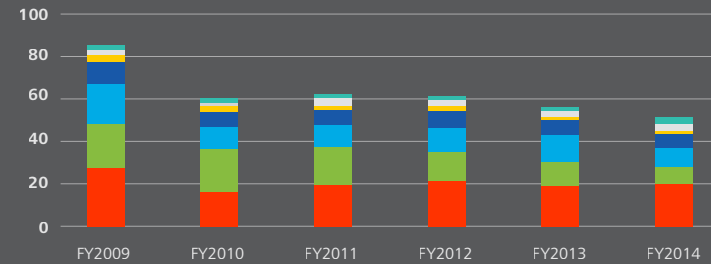
Hover over items in the legend to see related values.

- See page 21 for data related to energy and GHG emissions by Scope 1, 2, and 3, and GHG emissions normalized per Autodesk's relative contribution to world GDP, per US$ revenue, per employee, and per active square feet.

- See page 7 for information about how we help our customers and their customers decrease GHG emissions through the use of our products.

- View Autodesk's CDP submissions for additional information about our approach and calculation methodologies, as well as our assessment of climate-related risks and opportunities for our company.

Reduction target for GHG emissions

Autodesk's 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 their relative contribution to the economy. If all companies were to adopt this approach and meet their corresponding targets, 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 use it. In early 2014, we introduced a modified version of C-FACT for cities.

We are committed to following this approach through 2020. The 38.1 percent reduction in absolute emissions compared with our fiscal year 2009 baseline exceeds the 23.4 percent reduction target we established using our C-FACT methodology. Our fiscal year 2015 target is a 27.1 percent absolute reduction from our baseline. Learn more about C-FACT.

Employee travel and meetings

Autodesk is a global company, so employee travel is vital to our business. In fiscal year 2014, nonconference business travel resulted in 20,400 metric tons of CO_2e emissions, 38.4 percent of the total Autodesk carbon footprint, and 7.3 percent more than the prior year.[2] See page 21 for detailed energy and GHG emissions data.

Activities in fiscal year 2014 included the following:

- **Avoided travel through use of virtual collaboration tools:** Employees used our high-definition TelePresence systems for a total of 14,000 call hours during fiscal year 2014. This is a decrease of 19 percent compared with the previous year, due primarily to an office move during the year that disrupted use of a widely used system. Use of desktop videoconferencing systems increased by 36 percent.

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1. Autodesk's approach aligns with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

2. Autodesk reports emissions from event-related travel separately from regular business travel in the GHG emissions by activity graph (above), although these activities are combined in the business travel line on page 21.

- **Selected efficient cars:** Our use of hybrid and fuel-efficient car rentals increased 35 percent this year. Of that, 21 percent of all rentals were hybrids and 71 percent achieved more than 28 miles per gallon. We started a similar program for car hire services. In its first year, nearly half the cars we used for pick-up services were high-fuel-efficiency vehicles.

- **Implemented a strategic meetings management program:** Through this program, we trained meeting planners about best practices and core sustainability concerns, incorporated sustainability questions into the Autodesk green rating system for hotels, and included sustainability expectations as part of the standard verbiage for meeting contracts. The program (which includes, but is not limited to, sustainability issues) saved Autodesk US$1 million in fiscal year 2014.

Targets	Progress in FY2014
Select high-fuel-efficiency vehicles for at least 85 percent of hired cars by fiscal year 2019	Achieved 46 percent
Reduce GHG emissions from rental cars by 30 percent by fiscal year 2019 (baseline fiscal year 2013)	Achieved 7 percent
Roll out a robust strategic meetings management program in fiscal year 2014	Achieved

Facilities

In fiscal year 2014, energy use in our facilities resulted in 9,510 metric tons of CO_2e emissions, 17.9 percent of the total Autodesk carbon footprint, and 18.7 percent less than the prior year. See page 21 for detailed energy and GHG emissions data, including purchases of carbon-neutral energy and renewable energy certificates and offsets.

We use a variety of approaches to reduce emissions and associated costs related to our facilities, including the use of our own products. In addition to enhancing our performance, this can serve as a showcase for customers and potential customers.

Activities in fiscal year 2014 included the following:

- **Expanded and customized our sustainable facility strategy:** We assess our facilities' environmental operating practices in areas such as energy and water conservation, waste management, green procurement, and indoor air quality management, and then create customized sustainability improvement plans. This year, we increased the proportion of assessed facilities to 77 percent of our total square footage. The scores of those facilities were 10 percent higher than the industry average. Sites representing 24 percent of our total space have fully implemented the recommendations they received. Four of the top projects identified through this process saved a combined US$23,000 and 54 metric tons of CO_2e emissions during fiscal year 2014.

- **Increased Leadership in Energy and Environmental Design (LEED) certifications:** In fiscal year 2014, we were awarded 5 additional LEED certifications. This increased our total LEED certifications to 15 (8 Platinum, 5 Gold, and 2 Certified). This represents 28 percent of our total square footage.[1] See a list of certifications in footnote 2 on page 23.

- **Increased renewable energy use:** We increased use of renewable energy in our real estate portfolio to cover 32.5 percent of our global electricity consumption, up from 29.6 percent the prior year. This includes new onsite generation installed at our Pier 9 facility in San Francisco, California, and in Manchester, New Hampshire.

Targets	Progress in FY2014
Implement customized sustainability improvement plans for all benchmarked Autodesk sites by fiscal year 2017	Achieved 24 percent
Increase renewable energy use to 30 percent of total Autodesk electricity consumption, by fiscal year 2014	Achieved 32.5 percent

Direct emissions of NOx, SOx, and volatile organic compounds (VOCs) from our facilities are insignificant to report.

Major events

In fiscal year 2014, our two biggest events—Autodesk University and One Team Conference—together resulted in 6,930 metric tons of CO_2e emissions, 13.0 percent of the total Autodesk carbon footprint. Our sustainability guidelines and best practices for planning events help our staff evaluate alternatives and reduce environmental impacts.

In fiscal year 2014, we launched a plan to increase sustainability at our major conferences, spanning energy, waste, water, food, and community support for the conference and hotel and with exhibitors.

Data centers and IT operations

Data center energy use has the largest environmental impact of Autodesk IT operations. During fiscal year 2014, it resulted in 2,810 metric tons of CO_2e emissions, about 5.3 percent of Autodesk's carbon footprint and 50.9 percent more than the prior year. IT emissions from Autodesk facilities are included in the figures listed in the Facilities section on this page.

Activities in fiscal year 2014 included the following:

- **Used rating systems to select efficient equipment:** We use ENERGY STAR to select hardware for our data centers and the Electronic Products Environmental Assessment Tool (EPEAT) to select desktop hardware. One hundred percent of our PCs are EPEAT-registered and ENERGY STAR certified.

- **Invested in server virtualization:** Server virtualization optimizes the use of equipment and decreases the need to run and cool physical servers. So far, Autodesk has virtualized about 90 percent of its servers that support customers and 86 percent of its servers that support its business.

- **Recycled used IT equipment responsibly:** During fiscal year 2014, we used a variety of regional recycling companies to fulfill e-waste requests. Though we were confident the e-waste was not simply thrown away, our visibility into the recycling companies' processes and standards was limited. Therefore, we worked to formalize a cross-functional, holistic e-waste program. In late fiscal year 2014, we entered an agreement with a vendor to resell or responsibly dispose of computing

1. As of January 16, 2014

equipment from our Canada and U.S. facilities that has reached its end of life. Less than 1 percent of the equipment the vendor processes goes to landfill. In fiscal year 2015, we will work to expand our e-waste programs in China, Singapore, and in the Europe, Middle East, and Africa region.

During the coming year, we will strive to better understand and decrease the environmental impacts of our growing Autodesk 360 cloud services. To date, our carbon footprint has not included the impacts associated with cloud services that are managed by external partners.

Supply chain

Autodesk's supply chain GHG emissions are due to manufacturing, assembling, and delivering physical software media (the majority of the total) and powering electronic software downloads and cloud-based services. During fiscal year 2014, supply chain activities resulted in 1,410 metric tons of CO_2e emissions, about 2.7 percent of Autodesk's carbon footprint and 17.2 percent less than the prior year.

Activities in fiscal year 2014 included the following:

- **Continued to improve sustainability performance of physical products:** From the early 1990s, we have decreased the weight of our packaging by about 98 percent. We now distribute our product suites on USB thumb drives in small, 100 percent recyclable boxes, made with recycled content and packed using 100 percent recyclable polyethylene foam. Our Eco-Lite cases contain 20 percent less plastic than standard DVD cases, for the single-disk DVDs we sell in the Americas.

- **Increased customer use of electronic downloads:** We increased the number of countries where electronic download is the default delivery option for subscription customers from 51 to 136. This covers 69 percent of all the countries we serve. During the year, customers downloaded about 675,000 products, representing 40 percent of all orders compared with 25 percent the previous year. This decreased the number of boxes we shipped by about 406,000 and reduced associated GHG emissions by nearly 500 metric tons CO_2e.

- **Cloud-based services:** As Autodesk continues to grow its Autodesk 360 cloud services, we will work with our suppliers to monitor and decrease the energy

and GHG emissions needed to deliver those services to our customers.

See page 16 to learn about our Partner Code of Conduct, our green procurement guidelines, and the supplier GHG emissions survey that we undertook during fiscal year 2014.

Waste in operations

Autodesk collects and reports waste data for our headquarters campus in San Rafael, California, as well as select other sites. See data on page 22.

To divert waste from landfill, in many of our offices we offer compostable utensils and cups and arrange for compost collection in facilities where such municipal services are available. At our Waltham, Massachusetts, facility, we collaborate with our landlord to send 100 percent of non-recyclable waste to a waste-to-energy facility.

We also estimate the impact of waste from Autodesk events and the end-of-life phase of Autodesk products. In fiscal year 2014, these represented 48 metric tons of CO_2e emissions, about 0.09 percent of Autodesk's carbon footprint and 14 percent less than the prior year.

Activities in fiscal year 2014 included the following:

- **Expanded waste-management efforts:** During fiscal year 2014, we continued to improve materials reduction, green printing practices, and waste diversion practices through recycling, composting, and waste-to-energy, where available.

- **Reduced office printing:** We decreased the impact of printing by setting printer defaults to duplex and eliminating blank or unnecessary pages from print jobs.

- **Reduced waste at conferences:** During fiscal year 2014, we diverted 93.0 percent of venue waste at Autodesk University, our largest conference (compared with 83.6 percent the prior year) through better food and materials choices and increased collaboration with event venues.

- **Decreased product-related waste:** See information about reducing packaging and increasing customer use of electronic downloads detailed previously on this page.

Water use in operations

Autodesk is not a major water consumer, so water is not a material issue for our operations. However, we
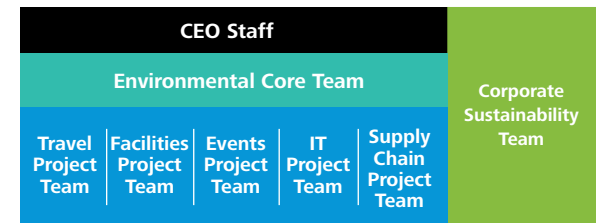
recognize that water scarcity is an increasing risk globally. We take steps to reduce water use in many of our offices through efficient fixtures and toilets, right-size cooling equipment, and conservation efforts.

Corporate environmental management

Autodesk's Environmental Policy outlines our high-level sustainability commitments. We have instituted a management structure for obtaining environmental data, making investment decisions, implementing measures to reduce our impact, and consistently reporting performance. We continue to improve the reliability, comprehensiveness, and automation of these systems. All Autodesk locations are covered by the company's environmental management system.

Our Environmental Core Team (see graphic), which includes senior leaders from across the business, institutes sustainability best practices throughout our operations. Together with the Corporate Sustainability Team, 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. Project teams in turn support these responsibilities and execute our strategy in the company's largest environmental impact areas. These groups are co-led by the Corporate Sustainability Team and an Autodesk employee from each activity area.

Autodesk environmental management structure

CEO Staff	
Environmental Core Team	Corporate Sustainability Team
Travel Project Team / Facilities Project Team / Events Project Team / IT Project Team / Supply Chain Project Team	

Environmental compliance

Autodesk meets or exceeds all applicable environmental laws and regulations related to our business operations. In fiscal year 2014, we were not cited or fined for noncompliance of any environmental laws or regulations.

Ethics and compliance

At Autodesk, we strive to conduct our business with the highest degree of honesty, integrity, and ethical behavior. We promote human rights wherever we do business, and ensure the privacy of our employees and customers.

Corporate governance

As of April 2014, the Autodesk board of directors includes 10 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. Also, all members of board committees are independent. Three of our directors are women.

Additional information about the Autodesk board of directors, including standing committees, committee composition, committee charters, director biographies, and the company's Governance Guidelines, is available on our Investors website. Information about stock trades by members of our board of directors and by Autodesk executive officers is also available on our Investors website. The Proxy Statement within our Annual Report Fiscal Year 2014 provides information about and analysis of board of director and executive compensation.

Business ethics

We are committed to maintaining an ethical environment at Autodesk. Our Code of Business Conduct (COBC), adopted in 1997, conveys our values and expectations. The COBC 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, anticorruption, 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 COBC. In fiscal year 2014, 100 percent of Autodesk active employees completed the training. 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 Executive 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.

Anticorruption

We are committed to complying with all applicable anticorruption laws and regulations, including but not limited to the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and similar local laws that prohibit offering, promising, or giving anything of value to a public or government official and require the maintenance of accurate books and records. Autodesk also expects its partners to comply with anticorruption laws while conducting business with or on behalf of Autodesk.

Reporting concerns

Our COBC includes instructions for reporting possible violations of Autodesk policies or practices. The COBC 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 violations of the Autodesk COBC for investigation and resolution.

The Hotline, run by an independent company, is available 24 hours a day, 7 days a week. The toll-free numbers, included in our COBC, are available to Autodesk employees and third parties worldwide. All calls to the Hotline may be made anonymously except where prohibited by law. In addition to the Hotline, a web-based reporting tool is also available in multiple languages. Autodesk will work to resolve all Hotline reports made in good faith.

Human rights

Autodesk promotes and protects human rights wherever it does business. The Autodesk Human Rights Policy describes our commitments in this area as well as how we promote human rights among our employees, suppliers, business partners, and customers. Several issues with relevance to human rights such as anticorruption, privacy (see below), nondiscrimination, employee health and safety, and access to technology are covered in this report.

We expect our suppliers and other business partners to comply with all applicable laws and regulations, including those related to human rights. Our resellers and distributors are also obligated to comply with our Partner Code of Conduct (see page 16 for more detail). Consistent with our culture of ethical behavior, integrity, and respect, we will continue to work with our suppliers and refine our own requirements and processes to reinforce our commitment to human rights.

Privacy

Autodesk and its subsidiaries worldwide respect our customers', partners', and employees' rights and take our responsibility with regard to privacy and personal information seriously. We protect information in a manner that addresses both legal compliance and strategic business concerns by reviewing and assessing our practices related to confidentiality, privacy, and security. Autodesk is proud to be European Union/U.S. and Swiss/U.S. Safe Harbor certified.

Our Privacy Statement explains how we handle personal information, as well as how customers and website visitors can access and update their personal information and choices. It also explains how we protect personal information when interacting with third parties, such as service providers or channel partners. All of our employees, contractors, and subsidiaries are required to abide by our Privacy Statement. They also must adhere to more detailed internal policies regarding Autodesk's overall data protection requirements and Privacy Principles (see box).

Autodesk uses a "Privacy by Design" approach in the design of our software and online services, including cloud-based offerings. This involves following the company's Privacy Principles and also performing privacy

impact assessments related to situations (such as product use) where personal or behavioral information is collected or used. The activity must include an appropriate level of transparency, as well as a mechanism to track end-user consent and enable end users to manage their choices, such as modifying or withdrawing consent. We support Privacy by Design with a companywide training for all employees and contingent workers, as well as role- and issue-specific trainings in targeted areas.

Autodesk Privacy Principles

- Be transparent about our actions and intent
- Present individuals with clear and actionable choices
- Practice purposeful collection, use, and retention of data
- Use data for the purposes for which it was collected
- Only share data with Third Parties in limited and approved ways
- Be accountable for enforcement of these Privacy Principles

Suppliers and business partners

We use our purchasing power and influence to promote socially and environmentally responsible business practices among our value chain. Our Partner Code of Conduct and green procurement guidelines set high standards and help us create demand for more sustainable products and services.

Social and labor standards

Autodesk's Partner Code of Conduct outlines the standards and practices that we expect our resellers and distributors to follow while conducting business with or on behalf of our company. It covers areas including anticorruption, antitrust and competition, business courtesies (such as gifts), financial integrity and accounting, conflict of interest, export compliance, interactions with government customers, insider trading, and data protection and confidentiality.

Our Partner Code of Conduct also specifies that business partners must support internationally recognized human rights and comply with all applicable laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor. Additionally, we expect our partners to support fair labor practices, including the freedom to associate, and a work environment that is free from harassment and discrimination. A violation of the Partner Code of Conduct constitutes a breach of agreement with Autodesk and may result in action, up to and including termination of status as an Autodesk partner.

Although the Partner Code of Conduct does not currently apply to suppliers, our internal policy guidelines, which inform contract language, state our expectation that suppliers respect these rights. Many of our major suppliers have well-established policies and programs in this area.

Green purchasing

Autodesk's green procurement guidelines outline environmental considerations to factor into the selection of vendors and products and help to direct decisions related to travel and meeting services, events, and some marketing-related purchases, such as collateral development and printing. These guidelines include the following:

- Gather and assess supplier environmental performance data to inform choices and select better options with lower environmental impact
- Review the environmentally preferable 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 support water conservation

In some situations—particularly for suppliers such as travel vendors with substantial GHG emissions—Autodesk includes sustainability language in requests for proposal and vendor contracts. 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 during selection, and we are working with our procurement department to prioritize environmental criteria alongside cost in vendor negotiations. For information about the number of suppliers with green certifications and the percentage of our supply chain spending that represents, see page 22.

Supplier GHG emissions survey

In 2013, Autodesk issued a survey to its 20 largest suppliers about their GHG emissions and climate change risks and opportunities. This survey will help us better understand Autodesk's emissions from some purchased goods and services, which we expect to be small relative to Autodesk's total emissions. More importantly, the survey identified potential opportunities for collaboration between Autodesk and its vendors to improve environmental performance in 2014, such as with its data center and information technology service providers.
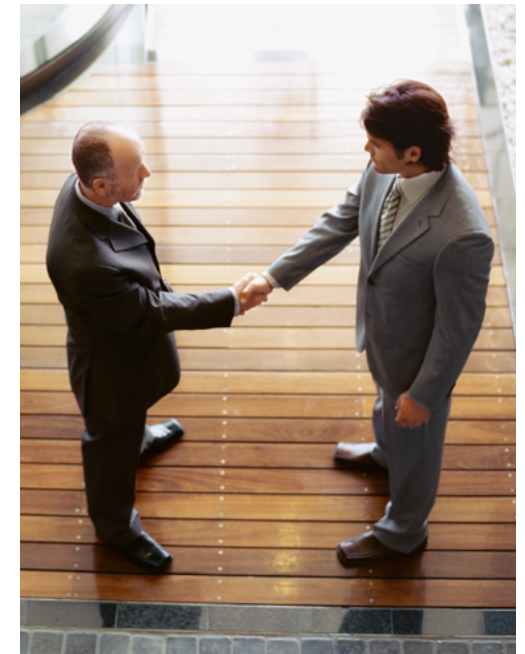
Employee impact

Our approximately 7,400 employees[1] come from a wide range of personal and professional backgrounds. Fifty-two percent are based in the Americas, 29 percent are in Asia Pacific, and 19 percent are in Europe, the Middle East, and Africa. We strive to engage, develop, reward, and inspire our employees worldwide. Working together, they fuel our sustainability efforts around the globe and propel positive change.

We also encourage our employees worldwide to play an active role in creating a better world at work, at home, and in their communities through participation in employee networks and by volunteering and donating to the causes and organizations they care about most. To support their contributions to the company, we work to provide a diverse, inclusive, and safe workplace, and offer opportunities for ongoing growth.

Employee groups

We believe employees can have an impact at work, both by supporting each other and working toward a common goal. Employees can learn from their coworkers and encourage one another in our networking, mentoring, employee affinity, and women-in-leadership groups. In addition, employee volunteer-led green teams coordinate grassroots initiatives at more than a dozen of our offices worldwide. These groups increase awareness of local recycling options and alternative commuting possibilities, organize special events such as environmental video screenings and vendor fairs, and roll out sustainability initiatives such as community cleanups, bike-to-work challenges, and home e-waste recycling drives.

Community involvement

We believe in the positive impact our employees can make in communities worldwide when they contribute to the causes and organizations they care about most. We match employee cash gifts to nonprofit organizations and grant employees four hours per month during company time to volunteer in the nonprofit sector. During fiscal year 2014, our employees donated nearly US$307,000 to nonprofits. Autodesk boosted their efforts with additional cash matches totaling US$223,000. In addition, about 400 employees logged 8,200 volunteer hours by participating in activities such as helping at food banks, working with underserved youth and the homeless, and taking part in walks, runs, community cleanups, drives for school supplies, and other events to benefit communities worldwide.

Additionally, employees responded to natural disasters by donating to organizations that provided help to victims in need. In the wake of Typhoon Haiyan in 2013, our employees donated more than US$26,000. Autodesk matched a portion of those funds in addition to other corporate giving, netting US$56,000 for relief agencies in the area.

Beginning in fiscal year 2015, with the launch of the Autodesk Foundation, we're helping our employees make an even bigger impact. We will continue to match charitable cash giving one-to-one and support employee volunteering during company time. In addition, we've raised the maximum Autodesk match from US$500 to US$3,000 per year, per employee, for contributions of time or money. To match volunteer time, we are contributing US$100 to the charity of an employee's choice for every 10 hours they volunteer.

Employee engagement

Every year, we conduct an employee survey to gather feedback in areas such as employee engagement, manager effectiveness, communication, growth and development, and leadership and vision. In 2013, 94 percent of our employees worldwide completed the survey.

In 2013, our overall employee engagement score was 76 percent, compared with 71 percent in 2012 (an unprecedented 5 percent increase). Any score above 65 percent is considered strong by our external survey partner. Furthermore, engagement scores were strong across business units. Improving our overall score in this area continues to be a company priority for 2014. The manager effectiveness score (which represents employees' assessments of their managers' capabilities in the areas of respect and leadership) remained strong, rising 1 percent to 83 percent. The two areas of action planning and leadership and vision both increased significantly. Not a single score decreased year-over-year at the company level. Scores for five of the questions stayed flat compared with last year, while scores for the other 50 questions increased—15 of them by five or more points.

We continue to pay attention to all areas of the survey. Each group is responsible for developing and managing an action plan based on feedback they receive. View historical employee engagement data on page 22.

Diversity and inclusion

Autodesk employees represent a wide variety of backgrounds and contribute many different perspectives. Such diversity reflects the varied customer base we serve and leads to new ideas and creativity, contributing to the growth and value of the company.

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1. As of January 31, 2014

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, gender, 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 and contingent workers worldwide. We require all managers with U.S. employees to complete harassment training.

We ensure that our hiring practices are fair and non-discriminatory. In addition, we post all of our job openings via DiversityWorking.com, which is the largest diversity job board reaching out to a variety of diverse candidates. We also partner with the Society of Women Engineers to engage female engineering talent.

View global gender diversity and U.S. ethnic diversity data on page 22.

Training and development

Training and development opportunities are fundamental to our employees' continued professional development and to the ongoing success of Autodesk.

Career development is a shared responsibility among employees, their managers, and the company. Employees must clarify and communicate their aspirations, 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. Autodesk maintains a culture that fosters employee growth, publicizes current and future opportunities, 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. To inform our training, we do extensive analysis throughout the business to identify skills gaps. This is linked to a competency framework for managers and employees, which defines what we expect of individuals at certain levels throughout the organization.

We assess training using online evaluations after each session, as well as in our annual employee survey. In 2013, 75 percent responded positively to the statement "I am provided with opportunities for learning and development," up from 70 percent the prior year.

Outside the classroom, Autodesk employees can use numerous tools to enhance their learning, such as online educational and professional development materials; recommended lists of books, articles, and other materials for specific areas of focus; audio webcasts and recordings of training sessions; video podcasts of executives and external experts discussing key leadership messages; and a global tuition reimbursement program.

For fiscal year 2014, Autodesk budgeted approximately US$1,000 per employee globally for training. This includes internal as well as external education programs. The per-employee budget we set is a guideline rather than a cap. Managers decide how to best use the funds based on employees' professional development needs and aspirations as well as the needs of their team as a whole. As a part of the development process, all Autodesk employees receive a formal annual performance review. This includes feedback from managers and coworkers and focuses on assessment and feedback against individual goal achievement as well as demonstrated competency and proficiency.

Employee benefits

Autodesk offers a range of benefits (which vary by location) to meet the needs of our employees, remain competitive with regional practices, and comply with local statutory requirements. Depending on the country, benefits include supplemental health insurance plans, survivor and income protection plans, retirement savings programs, and equity plans, such as the Employee Stock Purchase Plan and restricted stock unit grants.

We also provide flexible working arrangements, parental leave, benefits for domestic partners (in some countries), and support for personal needs, and we promote a healthy work-life balance. Employees in some locations can take advantage of telecommuting options, adoption assistance, and programs that help offset the costs of parking, public transportation, and wellness activities. We also offer a range of paid time-off programs, including sabbatical, vacation, volunteer time, and holidays.

Freedom of association

None of our employees in the United States are represented by a labor union. Employees in several European countries, equaling about 3 percent of our total workforce, are represented by work councils or collective bargaining agreements. We have never

experienced any work stoppages because of labor issues and believe our employee relations are good.

Restructuring

During the third quarter of fiscal year 2014, Autodesk implemented a worldwide restructuring plan in order to rebalance staffing levels to better align with the evolving needs of the business. While Autodesk reduced some of its staffing levels in the near-term, it also increased staffing in areas where there is increased demand and opportunity. See page 39 of the Autodesk FY2013 Sustainability Progress Report for information about restructuring programs in fiscal years 2009–2013.

Total turnover during fiscal year 2014 was 8.5 percent; voluntary turnover was 5.7 percent.

Health and safety

We strive to provide all our employees with a healthy and safe work environment. Our areas of focus include the following:

- **Health and wellness:** In 2013, for our global wellness campaign, Autodesk participated in the Global Corporate Challenge. Almost 3,700 Autodesk employees (about 50 percent of our employees at that time) from 28 countries got involved. The 16-week program consisted of a virtual race around the world that encouraged physical activity, team building, and employee engagement. Using accelerometers to track daily steps, participants logged their steps online and viewed their team's progress in comparison with other Autodesk teams and teams from other participating companies. Autodesk placed third in the IT/Tech Industry category.

- **Safety and security:** Our Injury and Illness Prevention program covers management commitment and assignment of responsibilities, safety awareness, anonymous hazard notification, assurance of employee compliance, inspection and evaluation, accident investigations, and correction of unsafe or unhealthy conditions. For example, to ensure the safety of those who use our new San Francisco Pier 9 Workshop (a world-class fabrication facility on the San Francisco Bay), we developed a program to incorporate safety into the design of the machine areas, provide comprehensive training for all users, require the use of appropriate personal protective equipment, and limit health and environmental impacts by selecting less harmful chemicals.

- **Emergency preparedness, response, and recovery:** We have site-specific emergency response plans for all 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 during incidents. Employees can call our Global Security Operations Center at any time with questions.

- **Ergonomic safety:** Our Workstation Safety Plus program is a voluntary, online self-assessment and training program that tracks personal ergonomic risks identified by employees, and suggests alternative work habits to help resolve those issues. More than 150 employees globally completed the program in 2013, for a total of more than 1,100 since the initiative began in 2011. Based on current self-assessment data entered by our employees, the number of participants with medium or high ergonomic risk has decreased by nearly 28 percent as a result of the program.

- **Occupational injury and illness performance:** In the United States, we track all recordable and reportable occupational injuries and illnesses. In 2013, 10 OSHA recordable injuries occurred involving Autodesk employees or our temporary contingent workers, equaling a recordable injury rate of 0.31.[1] Of these, 60 percent were slip and fall injuries and 30 percent related to repetitive stress or ergonomics. Approximately 10 percent of recordable injuries resulted in time lost from work, equaling a lost time injury rate of 0.21.[1] Autodesk had zero fatalities during the year. See page 23 for historical data.

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1. Rates refer to number of injuries per 100 employees working a full year.

Impact philanthropy

In March 2014, we launched the Autodesk Foundation, which invests in the most impactful people and organizations using design to create a better world. The Foundation is the first to focus investment on design for impact.

In an effort to aid those tackling global issues such as climate change, access to water, and healthcare, the Foundation will provide select, design-oriented grantees with financial support, and partner with Autodesk, Inc., to offer software and training. By aligning our philanthropic efforts more closely with our core business and expertise in design, we believe we'll further multiply the positive impact we can have on the world.

In fiscal year 2014, Autodesk laid the groundwork for the Foundation while continuing to:

- Support design and engineering programs and projects
- Provide community grants in the areas of arts, education, environment, and health and human services
- Donate software to qualifying nonprofit organizations
- Contribute to disaster response
- Match employee cash contributions to nonprofits

In total, Autodesk contributed more than US$1.6 million in cash and US$3.2 million in product donations during the year.

With the launch of the Autodesk Foundation, we've increased our support for employees worldwide who contribute to the causes and organizations they care about most. To find out how our employees worked to benefit their communities in fiscal year 2014, and how we've expanded our cash matching and volunteering programs, see .

We also remain committed to supporting areas affected by disasters. We use our core design and engineering strengths in times of need and provide assistance through financial donations, software grants, and employee volunteering. After Typhoon Haiyan in 2013, Autodesk employees in 30 offices worldwide held fundraisers and made donations to various relief organizations, which Autodesk matched with corporate funds. Autodesk also contributed to Doctors Without Borders, an organization that brings critical medical care to people in areas affected by catastrophe.

Learn more about the Autodesk Foundation.

Image courtesy of D-Rev

Image courtesy of MASS Design Group

Performance summary[1]

◄ Key metrics

Economy	FY2010	FY2011	FY2012	FY2013	FY2014	FY2014 Q1	Q2	Q3	Q4
Revenue [million US$]	$1,714	$1,952	$2,216	$2,312	$2,274	$570	$562	$555	$587
GAAP gross profit [million US$]	$1,522	$1,755	$1,987	$2,074	$2,000	$503	$494	$488	$515
GAAP net income [million US$]	$58	$212	$285	$248	$229	$56	$62	$58	$54
GAAP diluted earnings per share [US$]	$0.25	$0.90	$1.22	$1.07	$1.00	$0.24	$0.27	$0.25	$0.23
Relative contribution to world GDP [million US$ contribution/trillion US$ world GDP]	26.3	27.8	28.4	29.1	27.0	27.2	26.7	26.4	27.8

Environment

Climate change

	FY2010	FY2011	FY2012	FY2013	FY2014	FY2014 Q1	Q2	Q3	Q4
Greenhouse gas (GHG) emissions [metric tons CO_2e]	60,600	62,500	61,600	56,400	53,100	14,500	11,900	11,900	14,800
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	2.30	2.25	2.17	1.94	1.96	0.532	0.446	0.450	0.533
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	35.3	33.5	27.8	24.4	23.4	25.4	21.2	21.4	25.3
GHG emissions intensity [metric tons CO_2e/employee]	8.90	9.19	8.21	7.95	7.17	1.96	1.61	1.60	2.00
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	33.8	36.8	35.7	32.9	31.2	8.67	7.08	6.73	8.79
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	2,360	4,320	3,140	2,160	2,480	704	549	552	672
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e]	7,360	5,780	3,710	3,390	1,970	428	505	526	506
Scope 3: Upstream	50,000	51,800	54,100	50,300	48,300	13,200	10,700	10,700	13,600
Purchased goods and services [metric tons CO_2e]	2,040	1,480	1,470	3,090	3,490	926	770	679	1,110
Fuel- and energy-related activities (not included in Scope 1 or Scope 2) [metric tons CO_2e]	1,100	995	824	1,000	929	224	253	237	214
Transportation and distribution [metric tons CO_2e]	920	768	778	141	130	35.9	39.3	28.1	26.8
Waste generated in operations [metric tons CO_2e]	802	872	895	56.2	47.7	11.7	11.8	12.4	11.8
Business travel [metric tons CO_2e]	23,800	26,500	29,600	25,700	27,500	7,830	5,380	5,410	8,930
Employee commuting [metric tons CO_2e]	10,400	10,400	11,500	12,700	9,380	2,430	2,330	2,410	2,210
Leased assets [metric tons CO_2e]	10,900	10,800	8,920	7,660	6,740	1,760	1,970	1,940	1,080
Scope 3: Downstream	875	642	675	542	393	117	120	80.3	75.9
Transportation and distribution [metric tons CO_2e]	784	577	606	488	354	105	108	72.2	68.3
End-of-life treatment of sold products [metric tons CO_2e]	90.6	65.0	69.0	54.6	39.3	11.7	12.0	8.04	7.63
Energy use [MWh]	49,300	45,400	35,800	46,600	42,000	10,700	10,600	10,500	10,100
Direct energy use [MWh]	11,200	7,620	2,710	3,170	3,220	1,210	396	413	1,200
Indirect energy use [MWh]	38,100	37,800	33,100	43,500	38,100	9,370	10,000	9,990	8,800
Electricity purchased by Autodesk [MWh]	18,200	16,600	15,300	23,100	22,100	5,070	5,330	5,380	5,340
Electricity purchased by landlord [MWh]	19,900	21,200	16,900	17,200	17,100	4,300	4,680	4,610	3,460

	FY2010	FY2011	FY2012	FY2013	FY2014
Renewable energy [MWh]	2,960	4,890	6,140	11,900	12,400
Renewable energy purchased [MWh]	194	1,280	2,160	7,670	7,190
Renewable energy certificates [MWh]	2,760	2,820	3,980	4,270	5,240
Renewable energy [as a percent of total indirect energy use]	7.77%	12.9%	18.5%	29.6%	32.5%
Carbon offset from renewable energy [metric tons CO_2e]	1,140	1,700	2,350	6,290	7,110
Carbon offsets [as a percent of total GHG emissions]	1.88%	2.72%	3.81%	11.1%	13.4%
LEED certifications[2]	7	5	8	10	15
Buildings with LEED certification [as a percent of total active square footage]	12%	10%	19%	23%	28%

Waste

	FY2010	FY2011	FY2012	FY2013	FY2014
Waste generation[3] [metric tons]	196	271	250	281	126
Recycling [metric tons]	130	166	162	164	33.2
Compost [metric tons]	--	--	--	31.2	38.0
Energy recovery [metric tons]	20.7	30.2	22.6	22.6	22.6
Landfill [metric tons]	45.3	74.8	65.4	63.2	32.2
Landfill diversion rate [percent]	77%	72%	74%	78%	74%
Coverage of data [as a percent of total active square footage]	12%	16%	16%	22%	20%

Suppliers

	FY2010	FY2011	FY2012	FY2013	FY2014
Number of suppliers with green certifications[4] [approximate]	--	400	300	300	200
Percentage of supply chain spending with suppliers that have green certifications [approximate]	--	5%	3%	10%	9%

Environmental compliance

	FY2010	FY2011	FY2012	FY2013	FY2014
Environmental violations	0	0	0	0	0
Environmental fines [US$]	$0	$0	$0	$0	$0

Society

Employees

	FY2010	FY2011	FY2012	FY2013	FY2014
Number of employees	6,800	6,800	7,500	7,100	7,400
Employee engagement[5] [percent]	72%	69%	73%	71%	76%
Global gender diversity[6] [percent female]					
Board of Directors	22%	22%	22%	20%	20%
Company officers, executives, and senior management	23%	21%	22%	19%	20%
Managers and supervisors	25%	24%	26%	23%	23%
All employees	30%	30%	29%	29%	29%

	FY2010	FY2011	FY2012	FY2013	FY2014
U.S. ethnic diversity[7] [percent of employees]					
White	75%	75%	74%	72%	73%
All nonwhite	25%	25%	26%	28%	27%
Black/African American	2%	1%	1%	1%	2%
Hispanic	5%	4%	4%	4%	5%
Asian	18%	18%	19%	21%	18%
Training budgeted per employee globally, approximate [US$]	$1,000	$1,000	$900	$900	$1,000
Injury rates[8]					
Recordable injury rate	--	--	--	0.09	0.31
Lost time injury rate	--	--	--	0.03	0.21
Fatalities	--	--	--	0	0

Community support

	FY2010	FY2011	FY2012	FY2013	FY2014
Company cash contributions [US$]	$1,046,000	$1,038,000	$1,955,000	$2,024,000	$1,664,000
Company product donations[9] [US$]	$5,600,000	$1,500,000	$1,095,000	$2,600,000	$3,200,000
Employee giving [US$]	$200,000	$222,000	$255,000	$282,000	$307,000
Company match of employee giving [US$] (also included in the "company cash contributions" line above)	$200,000	$222,000	$225,000	$256,000	$223,000
Employee volunteer hours	4,900	8,500	7,900	6,000	8,200

Public policy

	FY2010	FY2011	FY2012	FY2013	FY2014
Company political contributions [US$]	$0	$0	$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. LEED certifications as of January 16, 2014, include facilities in Beijing, China (Interior Design and Construction: Commercial Interiors [CI] Platinum), Shanghai, China (CI Gold), Milan, Italy (CI Gold), Singapore (CI Platinum), Farnborough, United Kingdom (CI Gold), and the following in the United States: San Francisco, California (CI Platinum [3]); San Rafael, California (CI Certified, CI Platinum [2]); Waltham, Massachusetts (CI Platinum, Building Operations and Maintenance: Existing Buildings Gold); Lake Oswego, Oregon (CI Certified); and McLean, Virginia (CI Gold).
3. In fiscal year 2014, Autodesk updated waste measurement processes at its headquarters to improve accuracy. This significantly decreased reported waste volumes compared to past years.
4. According to data provided by Dun & Bradstreet.
5. Represents the percentage of employees who responded favorably to questions that measure different aspects of employee engagement. These data are reported on a calendar-year basis. Fiscal year 2014 corresponds to calendar year 2013, and so forth.

6. 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 2014 corresponds to calendar year 2013, and so forth.
7. Percentages are as of the end of the calendar year noted. In these rows fiscal year 2014 corresponds to calendar year 2013, and so forth. Segments for "All nonwhite" in calendar years 2010, 2011, 2012, and 2013 do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).
8. Rates refer to number of injuries per 100 employees working a full year. Contingent workers are not included in injury rates prior to 2013. This data is reported on a calendar-year basis. Fiscal year 2014 corresponds to calendar year 2013, and so forth.
9. Autodesk calculates its product donations at commercial value. This data does not include the value of products granted to students and educators at no cost through the Autodesk Education Community and Autodesk Academic Resource Center (ARC). See page 9 for more detail about those programs.

About this report

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

We do this in several ways:

• **Sustainability Progress Report:** We published our first sustainability report in 2008, and we have released five more since then. Performance data included in this document is based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2014 fiscal year ran from February 1, 2013 through January 31, 2014. Performance data covers the company's global operations, unless otherwise stated. Primary audiences include raters and rankers, and socially responsible investors.

• **Sustainable design website:** This site describes our vision for sustainable design and the role of design in addressing the epic challenges our world faces. It highlights information related to our Sustainability Solutions, sustainable design education resources, and software donation programs for clean tech entrepreneurs and nonprofits. In addition, visitors can find a list of awards we've received and information related to sustainable business practices in our own operations.

• **Other sections on Autodesk.com:** Sections of our company web site such as Investors, Corporate Governance, and Autodesk Careers include detail related to various aspects of the company's sustainability programs and performance.

• **CDP submissions:** We submit detailed information to CDP about our approach and calculation methodologies related to GHG emissions, as well as our assessment of climate-related risks and opportunities for our company and detailed Scope 1, 2, and 3 emissions data.

Codes, policies, and standards

Autodesk codes, policies, and standards related to aspects of sustainability include the following:

• Code of Business Conduct
• Code of Ethics for Senior Executive and Financial Officers
• Environmental Policy
• Green Procurement Guidelines
• Human Rights Policy
• Partner Code of Conduct

United Nations Global Compact index

In 2011, Autodesk endorsed the United Nations Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption. These principles are reflected in our culture of integrity and respect, and endorsing the Global Compact underscores our mission to help people imagine, design, and create a better world.

This report serves as our Communication on Progress for fiscal year 2014, describing how we are integrating these principles into our business. The following table indicates which sections of the report address each of the 10 principles.

"Businesses have an essential role to play to help solve the epic challenges we face as a global community. Reflecting our commitment to address social and environmental issues across our business, we continue to endorse the United Nations Global Compact."
—Carl Bass
Chief Executive Officer, Autodesk

United Nations Global Compact principle	Location in report
Human rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Human rights Suppliers and business partners
Principle 2: make sure that they are not complicit in human rights abuses.	Human rights Suppliers and business partners
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Human rights Employee impact Suppliers and business partners
Principle 4: the elimination of all forms of forced and compulsory labor;	Human rights Suppliers and business partners
Principle 5: the effective abolition of child labor; and	Human rights Suppliers and business partners
Principle 6: the elimination of discrimination in respect of employment and occupation.	Human rights Employee impact Suppliers and business partners
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Products and services Environment Suppliers and business partners
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Products and services Environment Suppliers and business partners
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Products and services Environment Suppliers and business partners
Anticorruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and Compliance Suppliers and business partners

Global Reporting Initiative 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 while 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 our CEO
1.2	Description of key impacts, risks, and opportunities	Strategy for designing a better world
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	Products by industry 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 Employee impact
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)	Products by industry Professional customers and consumers
2.8	Scale of the reporting organization	Performance summary Annual reports
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)	April 2013
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	Strategy for designing a better world Corporate environmental management

Item	Description	Detail
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	Environment Performance summary
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
3.12	Table identifying the location of the standard disclosures in the report	Global Reporting Initiative index
3.13	Policy and current practice with regard to seeking external assurance for the report	Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 greenhouse gas emissions inventory and will provide methodological assurance for the complete inventory for fiscal year 2014.

	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 Human rights Suppliers and business partners
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Human rights UN Global Compact index
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations	Public policy
4.14	List of stakeholder groups engaged by the organization	Stakeholder engagement
4.15	Basis for identification and selection of stakeholders with whom to engage	Autodesk has a wide range of stakeholders. To determine the most appropriate organizations to engage with, we consider their relevance to our business and the investment of time and resources required. When relevant, we also take into account their influence and expertise in sustainability.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholder engagement

Item	Description	Detail
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)	Impact philanthropy Performance summary Annual reports
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change (Core)	Environment Autodesk reports this information annually through CDP.
EC3	Coverage of the organization's defined benefit plan obligations (Core)	Annual reports
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts (Additional)	Products and services
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)	Environment
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 Supply chain
EN7	Initiatives to reduce indirect energy consumption and reductions achieved (Additional)	Environment
EN8	Total water withdrawal by source (Core)	Water use in operations
EN16	Total direct and indirect greenhouse gas emissions by weight (Core)	Environment Performance summary
EN17	Other relevant indirect greenhouse gas emissions by weight (Core)	Environment Performance summary
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved (Additional)	Environment
EN20	NOx, SOx, and other significant air emissions by type and weight (Core)	Facilities
EN22	Total weight of waste by type and disposal method (Core)	Waste in operations Performance summary
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation (Core)	Data centers and IT operations Supply chain
EN28	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations (Core)	Environmental compliance Performance summary
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)	Employee travel and meetings Supply chain Performance summary

Item	Description	Detail
	Labor practices and decent work	
LA1	Total workforce by employment type, employment contract, and region (Core)	Employee impact Performance summary
LA2	Total number and rate of employee turnover by age group, gender, and region (Core)	Restructuring
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
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region (Core)	Health and safety Performance summary
LA10	Average hours of training per year per employee by employee category (Core)	Training and development Performance summary
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 Performance summary
	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

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