Autodesk FY2016 Sustainability Disclosures

AUTODESK.

About this document

Autodesk is committed to sharing information about our social and environmental performance as well as how our products and services advance sustainability. This information enables customers, investors, employees, nongovernmental organizations, and others to assess our progress and gain insights from our sustainable business practices that can be applied to other companies and organizations.

We published our first Sustainability Report in 2008, and we have released six more since then. This year, we have streamlined our approach. This document includes the following disclosures:

- Performance summary (see below)
- United Nations Global Compact index
- Global Reporting Initiative index

Performance data included in this document is based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2016 fiscal year ran from February 1, 2015, through January 31, 2016. Performance data covers the company's global operations, unless otherwise stated. In some cases, segments in tables do not add up to total due to rounding. Dashes represent that data for that year was not available.

Codes, policies, and standards

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

- Code of Business Conduct
- Code of Ethics for Senior Executive and Financial Officers
- Environmental Policy
- Human Rights Policy
- Partner Code of Conduct

To learn more about our commitment to sustainability and our vision for the role of design in addressing the epic challenges our world faces, visit our website.

Performance summary

We have a tremendous opportunity to help our customers and employees to imagine, design, and create the built world around us. Although our biggest opportunity to improve our shared future is through the designers who use our software, we also work hard to reduce the direct impact of our operations. This Performance summary provides a high-level view of our progress in sustainability over the past five years.

Economy

Autodesk's ongoing financial performance underpins the company's efforts in sustainability. During fiscal 2016, revenue remained essentially unchanged, while net income decreased significantly. This is largely due to a transition in our business model as we move away from one-time licenses toward cloud-based subscriptions. This change will increase the value of our products to customers and help us attract new types of customers. As expected, implementing this strategic business model transition resulted in an increase in deferred revenue that otherwise would have been recognized as revenue in fiscal 2016; while this is positive for the balance sheet, it had a negative impact on both operating margin and earnings per share in fiscal 2016.

Key metrics

						FY2016			
Performance data	FY2012	FY2013	FY2014	FY2015	FY2016	Q1	Q2	Q3	Q4
Revenue [million US$]	$2,216	$2,312	$2,274	$2,512	$2,504	$647	$610	$600	$648
GAAP gross profit [million US$]	$1,987	$2,074	$2,000	$2,170	$2,133	$555	$517	$509	$553
GAAP net income [million US$]	$285	$248	$229	$82	($331)	$19	($269)	($44)	($37)
GAAP diluted earnings per share [US$]	$1.22	$1.07	$1.00	$0.35	($1.46)	$0.08	($1.18)	($0.19)	($0.17)
Relative contribution to world GDP [million US$ contribution/trillion US$ world GDP]	28.4	29.1	27.0	28.1	29.2	30.3	28.2	27.8	30.3

Environment

Climate change

From designing a more efficient cloud infrastructure to addressing the environmental impact of our facilities and business activities, we continually work to reduce our greenhouse gas (GHG) emissions and improve our broader environmental performance. We've committed to the following targets:

Targets[1]	Progress in FY2016
General	
Science-based GHG emissions reduction targets: • We are committed to following our Corporate Finance Approach to Climate-Stabilizing Targets (C-FACT) methodology through 2020, which aims to reduce GHG emissions in line with an 85 percent reduction by 2050. C-FACT is a science-based approach that helps companies develop GHG emissions reduction targets in proportion to their relative contribution to the economy. Learn more about C-FACT. • LONG-TERM TARGET: Reduce carbon dioxide equivalent (CO_2e) emissions across our value chain by an estimated 43 percent between fiscal year 2009 and fiscal year 2021. • SHORT-TERM TARGET: Reduce CO_2e emissions across our value chain by 32 percent between fiscal year 2009 and fiscal year 2016, and by 35 percent by fiscal year 2017.	Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 33 percent, exceeding our goal for FY2016 of a 32 percent reduction.
Power our facilities and cloud services with 100 percent renewable energy by fiscal year 2021.	Achieved for facilities
Report climate change information in mainstream financial reports.	Achieved (see Autodesk FY2016 Annual Report)
Remove commodity-driven deforestation from Autodesk's supply chain by 2020.	We are conducting an inventory of our facilities to better understand Autodesk's office paper use. We will transition to FSC-certified paper or to paper with high recycled content within the next few years.
Conduct responsible corporate engagement in climate change policy.	We continued to demonstrate leadership in this area. (see Public policy)
Set an internal price on carbon by fiscal year 2017.	Achieved; in 2016, we designed a program in this area, which we formally launched in fiscal year 2017.
Reduce short-lived climate pollutant emissions.	We are conducting an inventory to better understand hydrofluorocarbon (HFC) refrigerant emissions related to our facilities.
Data centers	
Source 100-percent renewable energy in new data centers in Europe by the end of fiscal year 2017.	Achieved 100 percent
Implement virtualization and load shifting to save energy in at least 40 percent of our customer-facing data centers by the end of fiscal year 2016.	Achieved 100 percent
Facilities	
Implement customized sustainability improvement plans for all benchmarked Autodesk sites by fiscal year 2017.	Achieved; we implemented plans for all benchmarked sites, representing 74 percent of our total square footage.

1. In the Autodesk fiscal year 2014 Sustainability Progress Report, we introduced targets to reduce GHG emissions from hired cars and rental cars. A change in vendors and related systems has impacted our ability to report progress in these areas, in part because of a difference in the baseline average fuel economy for the rental car fleet. As a result, we have discontinued the related targets. These emissions are not significant relative to Autodesk's overall footprint.

Products: Our customer base has a sizeable reach with great potential to design buildings, infrastructure projects, and products that help mitigate and adapt to the effects of climate change.

In response to rising energy demands and increasing regulations to curb GHG emissions, there is a growing need to design greener buildings and other projects. To further understand the opportunity for our company, Autodesk commissioned a study from Deloitte, which revealed that by 2020, 75 percent of the market we serve will demand tools that help advance sustainable design. According to a recent analysis, the percentage of building-related firms globally that expect to have greater than 60 percent of their projects certified to green standards is anticipated to rise from 18 percent in 2015 to 37 percent by 2018.[2]

Customers across industries and around the world use our products to improve the carbon footprint of their designs. For instance, simulation enables testing and optimization of designs in a virtual environment before physical resources are committed to projects, enabling more efficient, longer-lasting products with less waste. Autodesk manufacturing and construction products provide tools that help streamline processes for building everything from skyscrapers to microchips—saving energy as well as materials and time. Our architecture, infrastructure design, and simulation products take local geography into account to optimize design aspects such as renewable energy potential.

- Architects, engineers, and designers can use the Autodesk® Insight 360™ interface to improve the energy and environmental performance of buildings.
- Our Mobility Simulator within Autodesk® InfraWorks® 360 software helps planners and engineers design transportation networks with many options, including mass transit, ride-sharing, biking, and walking. The simulation scenarios help customers understand the impacts of various design options to make more sustainable choices.
- Rapid Energy Modeling for Existing Buildings assesses energy retrofit potential virtually without an onsite visit. Learn how the United States Air Force is using this technology across dozens of bases, including one of the largest in the world—Tinker Air Force Base in Oklahoma City.

We also develop sustainable design plug-ins and extensions for our products.

- AutoCASE is the only tool on the market to automate analysis of the economic, social, and environmental costs and benefits of a project. In 2016, we are expanding this plug-in to include building design in addition to existing site and stormwater design capabilities.
- Our Green Stormwater Infrastructure extension for InfraWorks 360 enables rapid design and real-time analysis of stormwater management projects, helps estimate runoff volume, and features tools to design and analyze nine types of green stormwater infrastructure.

Education: We also offer free, flexible, self-paced online learning opportunities to help people get more out of Autodesk tools and 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. Since launching in 2010, the Sustainability Workshop has received nearly 4 million visits, and hundreds of educators and academic institutions worldwide have integrated the materials into their classes.
- Autodesk® Design Academy offers free projects, courses, webinars, and more for educators and design students at all levels. In its first year, Design Academy gained 58,000 members and had 1 million page views from 367,000 unique visitors.
- Autodesk® Education Community enables students and educators to access more than 80 titles of Autodesk professional-grade software at no charge.[3] Since the Community's inception in 2006, nearly 17 million students and educators, including nearly 3.3 million in 2015, reached a total of more than 33 million downloads.
- Autodesk® University Online, an extension of our popular conferences, enables anyone to access content from the events for free. In 2015, we added more than 450 hours and thousands of pages of educational content. Downloads of online class resources—including supplements such as class handouts, class recordings, and sample data sets—reached 187,000.

2. World Green Building Trends 2016 SmartMarket Report.
3. Free Autodesk software and/or cloud-based services are subject to acceptance of and compliance with the terms and conditions of the software license agreement or terms of service that accompany such software or cloud-based services. Software and cloud-based services subject to an Educational license may be used solely for Educational Purposes.

Business operations: Our carbon footprint includes emissions from a broad range of areas across our value chain, from our supply chain to our facilities to the data centers for our cloud-based services. We actively manage these impacts and strive to be transparent about all relevant areas of our business, including 10 categories covered in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

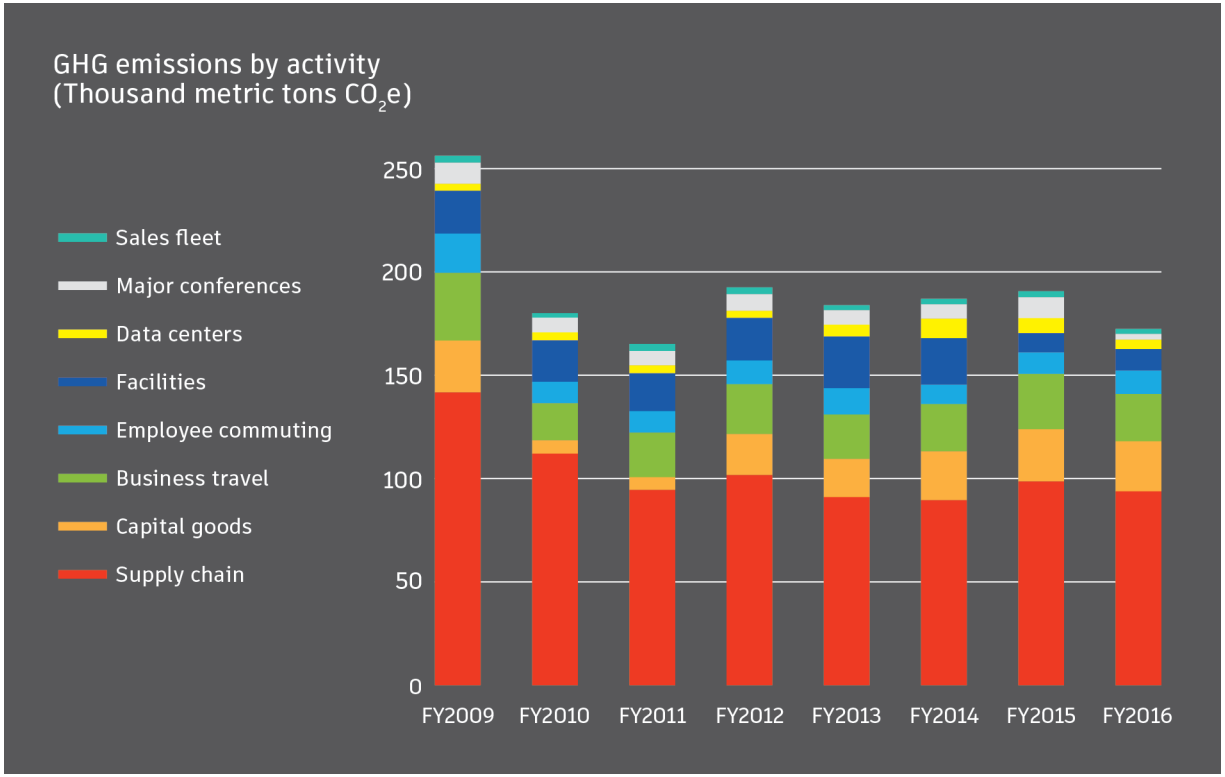
For the first time, in fiscal year 2016, we estimated GHG emissions from across our supply chain to create a complete footprint and included those emissions in our reduction target. This helps us better understand our environmental impacts, prioritize our reduction efforts, and address GHG hot spots in our value chain.

During the year, our absolute GHG emissions decreased by 10 percent compared with fiscal year 2015. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 33 percent, exceeding our goal of a 32 percent reduction.

Supply chain: This category includes procurement related to our products as well as purchases that support our business more generally, such as marketing and employee benefits. It excludes data centers, events, and travel, which we continue to report separately, as shown in the "GHG emissions by activity" graph on this page. Supply chain emissions are included in the data table on the following page, under Scope 3: “Purchased goods and services.”

Business travel: We seek to reduce the GHG emissions of meeting travel through virtual meetings, partner education, a green rating system for hotels, and by incorporating sustainability expectations into our standard meeting contracts. These emissions are included in the data table on the following page, under Scope 3: “Business travel.”

Facilities: Our real estate portfolio runs on 100 percent renewable energy, and we have 19 Leadership in Energy and Environmental Design (LEED®) certifications, representing 32 percent of our total square footage. We assess our facilities’ environmental operating practices related to energy use and other impact areas and then create



customized sustainability improvement plans. We also use our operations as test cases to help us refine the functionality of our solutions, improve our own environmental performance, and showcase how customers can use our solutions to meet their own sustainability objectives; our new office facility and workspace in Boston, Massachusetts, is one example. Emissions from facilities are included in the data table on the following page, under Scope 1 and Scope 2 and under Scope 3: “Leased assets” and “Waste generated in operations.”

Data centers: In addition to our commitment to use 100 percent renewable energy for our cloud services, we strive to minimize energy use through server virtualization, selection of efficient equipment that meets respected industry standards, and by streamlining our code. This provides a faster, more reliable experience for our customers, with reduced environmental impacts. We conducted a sustainability survey of our data center providers in fiscal year 2016 to better understand their environmental impact. We are also working with stakeholders to find ways to increase the use of renewable energy for our cloud infrastructure. Emissions related to data centers are included in the data table on the following page, under Scope 2: "Purchased electricity" and Scope 3: "Purchased goods and services."

Major conferences: Since 2015, Autodesk University has been carbon neutral. We decrease the climate impact of our conferences and other events by enhancing efficiency, providing virtual attendance options, reducing waste, and purchasing carbon offsets. See how we integrate sustainability into Autodesk University, one of our largest annual conferences (video: 4:22 min.). These emissions are included in the data table on the following page, under Scope 3: “Purchased goods and services.”

Key metrics	(Baseline)						FY2016			
Performance data[4]	FY2009	FY2012	FY2013	FY2014	FY2015	FY2016	Q1	Q2	Q3	Q4
GHG emissions [metric tons CO_2e]	256,000	193,000	184,000	187,000	191,000	172,000	49,300	46,000	43,900	33,000
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	7.49	6.78	6.32	6.92	6.81	5.90	1.63	1.63	1.58	1.08
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	111	86.9	79.5	82.3	76.1	68.7	76.3	75.6	73.3	50.2
GHG emissions intensity [metric tons CO_2e/employee]	32.9	25.7	25.9	25.3	21.7	18.1	5.19	4.85	4.63	3.43
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	142	112	107	110	110	95.2	27.6	25.6	24.3	17.8
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	4,250	3,140	2,160	2,480	2,330	2,040	1,530	115	115	276
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling[5] [metric tons CO_2e] (including renewables)	18,900	20,200	25,000	23,600	7,620	8,010	1,880	2,020	2,170	1,930
Scope 3: Upstream	232,000	169,000	157,000	161,000	181,000	162,000	45,800	43,900	41,600	30,900
Purchased goods and services[6] [metric tons CO_2e]	132,000	82,700	77,800	80,400	91,800	77,200	20,800	19,700	20,300	16,400
Capital goods[6] [metric tons CO_2e]	25,000	19,800	18,500	23,600	25,200	24,800	6,390	6,030	5,930	6,410
Fuel- and energy-related activities (not included in Scope 1 or Scope 2) [metric tons CO_2e]	1,090	824	1,000	944	853	969	226	240	264	240
Transportation and distribution[6] [metric tons CO_2e]	20,500	20,400	18,300	16,200	14,200	18,700	4,830	4,550	4,460	4,820
Waste generated in operations [metric tons CO_2e]	1,080	895	56.2	47.7	631	919	227	229	230	233
Business travel[6] [metric tons CO_2e]	33,600	32,200	28,200	30,000	37,700	28,200	10,500	10,200	7,480	0
Employee commuting [metric tons CO_2e]	19,000	11,500	12,700	9,380	10,400	11,400	2,779	2,920	2,930	2,760
Leased assets[6] [metric tons CO_2e]	249	292	111	56.9	61.6	59.2	15.3	14.4	14.2	15.3
Scope 3: Downstream	1,000	675	542	393	308	183	65.7	59.2	32.7	25.5
Transportation and distribution [metric tons CO_2e]	898	606	488	354	277	165	59.3	53.4	29.5	23.0
End-of-life treatment of sold products [metric tons CO_2e]	104	69.0	54.6	39.3	30.6	18.0	6.46	5.83	3.17	2.50
Energy use [MWh]	53,200	35,800	43,500	42,400	37,800	55,600	11,800	11,400	15,300	17,000
Direct energy use [MWh]	11,700	2,710	3,170	3,220	3,230	2,590	1,060	277	278	971
Indirect energy use [MWh]	41,500	33,100	40,300	39,200	34,600	53,000	10,800	11,100	15,000	16,100
Electricity purchased by Autodesk [MWh]	19,600	15,300	23,100	22,100	20,800	19,800	4,940	5,110	5,180	4,570
Electricity purchased by landlord or vendor [MWh]	21,900	16,900	17,200	17,100	13,800	33,200	5,830	6,040	9,810	11,500
Renewable energy [MWh]	2,040	6,140	11,900	12,400	14,200	37,100				
Renewable energy purchased [MWh]	80.9	2,160	7,670	7,190	7,020	6,200				
Renewable energy certificates [MWh]	1,960	3,980	4,270	5,240	7,190	30,900				
Renewable energy [as a percent of total indirect energy use]	4.91%	18.5%	29.6%	32.5%	39.9%	70.0%				
Carbon offset from renewable energy [metric tons CO_2e]	752	2,350	6,290	7,110	8,960	24,100				
Carbon offset from other projects [metric tons CO_2e]	--	--	--	--	--	18,000				
Carbon offsets [as a percent of total GHG emissions]	0.876%	3.81%	11.1%	13.4%	11.7%	24.5%				
LEED certifications[7]	2	8	10	15	19	19				
Buildings with LEED certification [as a percent of total active square footage]	1%	19%	23%	28%	32%	32%				

4. Data has been restated compared to data reported in past years based on updated calculations for several Scope 3 categories as noted below.
5. Data for fiscal years 2015 and 2016 uses the market-based accounting method, which takes into account purchased renewable energy. Data for prior years uses a location-based methodology to calculate GHG emissions.
6. This data is calculated based on the economic input-output life cycle assessment model, using industry-specific emissions factors in conjunction with Autodesk's spend.
7. LEED certifications as of January 31, 2016, include facilities in Beijing, China (Interior Design and Construction: Commercial Interiors [CI] Platinum), Shanghai, China (CI Gold), Mumbai, India (CI Platinum), Tel Aviv, Israel (CI Platinum), Milan, Italy (CI Gold), Singapore (CI Platinum), Farnborough, United Kingdom (CI Gold), and the following in the United States: San Francisco, California (CI Platinum [4]); San Rafael, California (CI Certified [2], CI Platinum [3]); Waltham, Massachusetts (CI Platinum, Building Operations and Maintenance: Existing Buildings Gold); Lake Oswego, Oregon (CI Certified).

Waste

Materials use contributes significantly to climate change, so we estimate the GHG emissions impact of waste from Autodesk operations and the end-of-life phase of Autodesk products (see data on the previous page). We collect and report waste data for our headquarters campus in San Rafael, California, as well as select other sites.

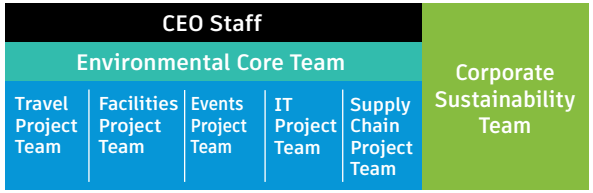
Water

Water is not a material issue for our operations. However, we recognize that water scarcity is an increasing risk globally, largely due to the impacts of climate change. We take steps to reduce water use in many of our offices and data centers through efficient fixtures and toilets, right-sized cooling equipment, and conservation.

Corporate environmental management

Autodesk's Environmental Policy outlines our high-level sustainability commitments. Our Environmental Core Team (see graphic, below), which includes senior leaders from across the business, champions this policy and is responsible for understanding Autodesk's environmental impacts; establishing priorities, goals, and plans for reducing those impacts; and promoting and reporting efforts companywide. Project teams support these responsibilities and obtain environmental data, make investment decisions, implement measures to reduce our impact, and report performance. These groups are co-led by the Corporate Sustainability Team and an Autodesk employee from each activity area. All Autodesk locations are covered by the company's environmental management system.

Autodesk environmental management structure



Performance data[8]	FY2012	FY2013	FY2014	FY2015	FY2016
Waste generation [metric tons]	250	281	126	141	237
Recycling [metric tons]	162	164	33.2	35.2	47.3
Compost [metric tons]	--	31.2	38.0	17.6	17.3
Energy recovery [metric tons]	22.6	22.6	22.6	0	0
Landfill [metric tons]	65.4	63.2	32.2	87.8	172
Landfill diversion rate [percent]	74%	78%	74%	38%	27%
Coverage of data [as a percent of total active square footage]	16%	22%	20%	7%	9%

8. Includes waste from major conferences and facilities.

Environmental compliance

Autodesk meets or exceeds all applicable environmental laws and regulations related to our business operations. In fiscal year 2016, we were not cited or fined for noncompliance of any environmental laws or regulations.

Performance data	FY2012	FY2013	FY2014	FY2015	FY2016
Environmental violations	0	0	0	0	0
Environmental fines [US$]	$0	$0	$0	$0	$0

Society

Employees

Our employees drive our culture of impact and contribute to our vision of a better world.

- Employee Impact: We encourage employees to take advantage of employee networks, pro bono volunteering opportunities, and company matching funds that are available when they give their time and money to nonprofits. We also offer sustainability-related benefits, such as incentives to cycle to work and discounts on home solar panels and hybrid and electric vehicles.
- **Diversity:** We believe that a diverse workforce, one that includes a wide variety of backgrounds and perspectives, helps reflect our customer base and leads to new ideas and improved creativity. We are creating a diverse and inclusive organization through the recruitment, retention, and development of all segments of the global workforce.
- **Training and development:** We provide a curriculum that is easy to access anytime, anywhere and accommodates varying learning styles, time constraints, and accessibility concerns. In addition, employees can expand their professional sustainability credentials with free memberships to the U.S. Green Building Council and the Design Management Institute. These are just a few of the reasons we have consistently ranked in *Fortune* magazine's 100 Best Companies to Work For®.
- **Health and wellness:** Our commitment to health and wellness begins with helping employees and their spouses or partners stay fit and minimize health concerns. Many of our facilities offer gyms and walking desks, and our wellness campaign includes events such as the Global Corporate Challenge. We also have programs to improve safety at our workshops and facilities worldwide and offer employees a voluntary program to help reduce ergonomic risks.

Key metrics

Performance data[9]	FY2012	FY2013	FY2014	FY2015	FY2016
Number of employees[10]	7,500	7,100	7,400	8,800	9,500
Regional breakdown of employees[11]					
Americas	52%	52%	52%	53%	54%
Asia Pacific	31%	30%	29%	28%	27%
Europe, Middle East, Africa	17%	18%	19%	19%	19%
Total turnover	11%	15.3%	8.5%	10.5%	11.3%
Voluntary turnover	7%	6.5%	5.7%	6.5%	6.9%
Employee engagement[12] [percent]	73%	71%	76%	80%	81%
Global gender diversity[13] [percent female]					
Board of directors	22%	20%	20%	30%	30%
Company officers, executives, and senior management	22%	19%	20%	20%	20%
Managers and supervisors	26%	23%	23%	23%	23%
All employees	29%	29%	29%	29%	29%
U.S. ethnic diversity[14] [percent of employees]					
White	74%	72%	73%	73%	73%
All nonwhite	26%	28%	27%	27%	27%
Black/African American	1%	1%	2%	1%	1%
Hispanic	4%	4%	5%	5%	5%
Asian	19%	21%	18%	19%	19%
Training budgeted per employee globally, approximate [US$]	$900	$900	$1,000	$1,000	$1,000
Injury rates[15]					
Recordable injury rate	--	0.09	0.31	0.09	0.13
Lost time injury rate	--	0.03	0.21	0.00	0.15
Fatalities	--	0	0	0	0

9. The number of employees in fiscal years 2015 and 2016 include employees who were part of the Delcam acquisition, completed in February 2014. The remaining data in the Employees section does not include Delcam employees.
10. As of the end of the fiscal year noted.
11. Data are as of the end of the fiscal year noted except for fiscal year 2013 data, which is as of Dec. 31, 2012.
12. 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 2016 corresponds to calendar year 2015, and so forth.
13. 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 2016 corresponds to calendar year 2015, and so forth.
14. Percentages are as of the end of the calendar year noted. In these rows fiscal year 2016 corresponds to calendar year 2015, and so forth. Segments for "All nonwhite" do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).
15. Rates refer to number of injuries per 100 employees working a full year. Contingent workers are not included in injury rates prior to 2013. Beginning in 2014, data reflects injuries and illnesses at all sites worldwide. Previous reports included data related to injuries and illnesses occurring within the United States only. For consistency, we use U.S. Occupational Safety & Health Administration (OSHA) definitions to record injury data worldwide. This data is reported on a calendar-year basis. Fiscal year 2016 corresponds to calendar year 2015, and so forth.

Impact philanthropy

The Autodesk® Foundation supports people and organizations using design to tackle global challenges, such as climate change, access to clean water, and inadequate healthcare. We provide design-focused nonprofits with direct support, including funding, software (through Autodesk, Inc.), and training. The Autodesk Foundation also supports employees worldwide by matching their charitable donations of time and money to the causes and organizations they care about most, and for disaster response. In addition, Autodesk, Inc., business units provide direct funding for design and engineering programs and projects in their respective industries.

Through our pro bono volunteer program, employees use their professional skills to support nonprofit organizations and startups focused on challenges ranging from health and poverty to climate change and marine conservation.

Key metrics

Performance data	FY2012	FY2013	FY2014	FY2015	FY2016
Company and Foundation cash contributions[16] [US$]	$1,955,000	$2,024,000	$1,664,000	$3,481,000	$6,251,000
Company product donations[17] [US$]	$1,095,000	$2,600,000	$3,200,000	$6,800,000	$14,000,000
Employee giving [US$]	$255,000	$282,000	$307,000	$929,000	$1,205,000
Foundation match of employee giving [US$] (also included in the "company and Foundation cash contributions" line above)	$225,000	$256,000	$223,000	$901,000	$1,190,000
Employee traditional volunteer hours[18]	7,900	6,000	8,200	17,500	21,600
Value of traditional volunteer work[18] [US$]	--	--	--	--	$498,000
Employee pro bono volunteer hours (donated to nonprofits and impact-related start-ups)	--	--	--	--	980
Value of pro bono services provided[19] [US$]	--	--	--	--	$136,000

16. Data from fiscal year 2012 through fiscal year 2014 reflects cash contributions from Autodesk, Inc., only. Beginning in fiscal year 2015, we report a combined cash giving figure for Autodesk, Inc., and the Autodesk Foundation.
17. 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. The increase in donations for fiscal year 2014 is due to the increased activity of the Autodesk Technology Impact Program.
18. Autodesk does not track what percentage of traditional volunteer activities take place during company time. Value of traditional volunteer hours aligns with data cited by Taproot Foundation ($23.07 per hour), which is based on 2014 Bureau of Labor Statistics data.
19. Value of pro bono hours based on hourly rates for various skills cited by Taproot Foundation.

Image courtesy of Proximity Designs

Public policy

Every policymaker can be a catalyst for action on climate change and other sustainability issues by advancing policies that are good for people and for the planet. At Autodesk, we participate in public policy debate to advance innovation, sustainability, and economic growth. Autodesk is committed to active and consistent policy engagement on climate change. Our Corporate Sustainability and Government Affairs teams meet regularly to align on current and future policy opportunities.

During fiscal year 2016, our Government Affairs Team and other key company representatives engaged with government officials, nonprofit organizations, think tanks, and other entities to advance sustainability principles.

- Supported climate change legislation, including the groundbreaking Paris Agreement at COP21
- Signed onto the White House's American Businesses Act on Climate Pledge
- Met with and advised public officials in Asia, Europe, Latin America, and the United States regarding the environmental and economic benefits of Digital Prototyping and Building Information Modeling (BIM) software for infrastructure design and construction; we also have BIM policy initiatives at various levels of development and maturity in many countries and regions globally, including China, the European Union, Mexico, Singapore, and the United Kingdom
- Spoke with state of California assembly members and the press to advocate for pieces of legislation (SB350 and SB32) that would require increased building efficiency, more renewable power, reductions in oil use, and more ambitious GHG emissions reduction targets

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not contribute to state or local candidate committees in fiscal year 2016.

Performance data	FY2012	FY2013	FY2014	FY2015	FY2016
Company political contributions[20] [US$]	$0	$0	$0	$0	$0

20. This data does not include occasional contributions to local ballot initiatives.

Suppliers and business partners

We use our purchasing power and influence to promote socially and environmentally responsible business practices across our value chain. Our Partner Code of Conduct outlines the standards and practices we expect our resellers and distributors to follow while conducting business with or on behalf of Autodesk. 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.

Ethics and compliance

We strive to maintain an environment that demonstrates strong business ethics, and our Code of Business Conduct (CoBC) conveys our values and expectations. All Autodesk employees worldwide are required to complete CoBC training annually. In fiscal year 2016, 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.

Our CoBC includes instructions for reporting possible violations of Autodesk policies or practices. The company's Business Ethics and Compliance Hotline enables employees and third parties to report suspected violations for investigation and resolution.

We are committed to complying with all applicable anticorruption laws and regulations, such as those requiring accurate bookkeeping and documentation of records and those prohibiting offering, promising, or giving anything of value to a public or government official. This includes the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and any similar local regulations in the areas where we operate. We expect our partners to abide by these same standards while conducting business with or on behalf of Autodesk.

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. We address several issues with relevance to human rights either online or in this document, including anticorruption, privacy, nondiscrimination, employee health and safety, and access to technology.

Although the issue of conflict minerals does not have a major impact on Autodesk since we are primarily a software company, we do produce a few hardware products. We are working to identify and eliminate conflict minerals in our supply chain, and we are committed to compliance in this area. View our 2015 Conflict Minerals Report for details.

United Nations Global Compact index

In 2011, Autodesk endorsed the United Nations (UN) Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption. This sustainability disclosure document and the policies and codes we've posted online serve as our Communication on Progress for fiscal year 2016 and describe how we are integrating these principles into our business. The following table indicates where relevant content can be found.

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

"Our ongoing endorsement of the United Nations Global Compact reflects the high standards of business conduct we hold ourselves to and aligns with our vision to help our customers imagine, design, and create a better world."

—Carl Bass
Chief Executive Officer, Autodesk

UN Global Compact principle	Response
Human rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 2: make sure that they are not complicit in human rights abuses.	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct; GRI index (G4-11)
Principle 4: the elimination of all forms of forced and compulsory labor;	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 5: the effective abolition of child labor; and	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 6: the elimination of discrimination in respect of employment and occupation.	Suppliers and business partners; Human rights; Autodesk Code of Business Conduct; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct Autodesk does not tolerate 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. This protection applies to all Autodesk employees and contingent workers worldwide. We require all managers with U.S. employees to complete harassment training every two years.
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Environment
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Environment; Autodesk CDP submission; Autodesk endorsement of Caring for Climate
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Environment; Products; Autodesk CDP submission Autodesk endorsement of Caring for Climate
Anticorruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Autodesk Code of Business Conduct; Autodesk Partner Code of Conduct

Global Reporting Initiative (GRI) index

This sustainability disclosure document and various Autodesk online resources contain Standard Disclosures from the GRI G4 Sustainability Reporting Guidelines (undeclared). The following index provides the locations of related content.

Item	Description	Detail
General standard disclosures		
Organizational profile		
G4-3	Name of the organization	Autodesk, Inc.
G4-4	Primary brands, products, and services	Products
G4-5	Location of the organization's headquarters	San Rafael, California, United States
G4-6	Number of countries where the organization operates, and names of countries where the organization has significant operations	Autodesk FY2016 Annual Report
G4-7	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.
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Product by Industry
G4-9	Scale of the organization	Economy; Employees; Autodesk FY2016 Annual Report
G4-10	Employee demographics	Employees
G4-11	Percentage of total employees covered by collective bargaining agreements	None of our employees in the United States are represented by a labor union. Employees in several European countries, equaling 4.7 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.
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Autodesk FY2016 Annual Report
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Climate change; Corporate environmental management
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Human Rights Policy; United Nations Global Compact index
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations	Ceres BICEP; BSR Future of Internet Power; Business Council on Climate Change
Identified material aspects and boundaries		
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents	Autodesk FY2016 Annual Report
G4-18	Process for defining the report content and the Aspect Boundaries	In 2013, we worked with consulting firm BSR to engage Autodesk executives and content experts from across the company's business groups, functions, and regions to evaluate the social and environmental issues that have the largest impact on our success as a company and the most relevance to global sustainable development. Based on that analysis and subsequent assessment, we have focused the content of this document on the environmental and social information most relevant to Autodesk and our stakeholders.
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	Environment
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Environment

Stakeholder engagement		
G4-24	Stakeholder groups engaged by the organization	Customers and prospective customers, employees and prospective employees, students and educators, government/policy makers, investors, suppliers, resellers and channel partners, software developers, industry associations, nongovernmental organizations, local communities, nonprofits, press and analysts
G4-25	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.
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Varies by stakeholder group
Report profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	About this document
G4-29	Date of most recent previous report (if any)	June 2015
G4-30	Reporting cycle (such as annual, biennial)	Annual
G4-31	Contact point for questions regarding the report or its contents	Sustainability@autodesk.com
G4-32	In accordance option	Undeclared
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	Bureau Veritas verified Autodesk's Scope 1, Scope 2, and Scope 3 greenhouse gas emissions inventory, as well as the company's renewable energy purchases and carbon offsets.
Governance		
G4-34	Governance structure of the organization, including committees of the highest governance body	Corporate Governance
G4-35	Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees	Lynelle Cameron, Autodesk Foundation President and CEO and Autodesk's Senior Director of Sustainability, has direct responsibility for climate change within the organization. She reports to Chief Marketing Officer Chris Bradshaw, who reports directly to CEO Carl Bass. Ms. Cameron is responsible for setting and implementing the company's corporate sustainability strategy and programs and leading the Corporate Sustainability Team, which is held accountable to the Environmental Core Team and to CEO Staff. The Environmental Core Team sets the strategic direction for instituting sustainability best practices across Autodesk's operations, including addressing issues of climate change. The team is composed of senior leaders from across the business, including Corporate Real Estate Facilities, Travel, Safety & Security Human Resources, Strategic Planning and Operations, Finance, Legal, Sales, Marketing, IT, and each product division. Together, these executives are responsible for understanding the environmental impacts of our business; setting strategy, priorities, and goals for improving these impacts; and promoting these efforts throughout the company.
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, and whether post holders report directly to the highest governance body	Lynelle Cameron, Autodesk Foundation President and CEO and Autodesk's Senior Director of Sustainability
G4-38	Composition of the highest governance body and its committees	Committee Composition
G4-39	Report whether the Chair of the highest governance body is also an executive officer	Corporate Governance
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	Corporate Governance
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	Corporate Governance

G4-47	Report the frequency of the highest governance body's review of economic, environmental, and social impacts, risks, and opportunities.	At an annual meeting of the board of directors, the board is briefed on Autodesk's sustainability priorities. Board members participate in a disussion of these issues and provide input on future strategy and direction.
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	Lynelle Cameron, Autodesk Foundation President and CEO and Autodesk's Senior Director of Sustainability
G4-49	Process for communicating critical concerns to the highest governance body	In Autodesk's proxy statement, we direct correspondence to the board of directors through our headquarters address.
G4-51	Remuneration policies for the highest governance body and senior executives	Corporate Governance Guidelines; Compensation and Human Resources Committee Charter
G4-52	Process for determining remuneration	Corporate Governance Guidelines; Compensation and Human Resources Committee Charter
Ethics and integrity		
G4-56	Organization's values, principles, standards, and norms of behavior, such as codes of conduct and codes of ethics	Suppliers and business partners; Ethics and compliance; Human rights
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	Ethics and compliance
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	Ethics and compliance
Specific standard disclosures		
Economic		
Economic performance		
G4-EC1	Direct economic value generated and distributed	Economy; Autodesk FY2016 Annual Report
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Autodesk reports this information annually through CDP
G4-EC3	Coverage of the organization's defined benefit plan obligations	Autodesk FY2016 Annual Report
Indirect economic impacts		
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Autodesk Sustainability Solutions
Environmental		
Energy		
G4-EN3	Energy consumption within the organization	Climate change
Emissions		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Climate change
G4-EN16	Energy indirect GHG emissions (Scope 2)	Climate change
G4-EN17	Other indirect GHG emissions (Scope 3)	Climate change
G4-EN18	GHG intensity	Climate change
G4-EN21	NOx, SOx, and other significant air emissions	Direct emissions of NOx, SOx, and volatile organic compounds (VOCs) from our facilities are too insignificant to report.
Effluents and waste		
G4-EN23	Total weight of waste by type and disposal method	Waste
Products and services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Climate change
Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental compliance

Transport		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Climate change
Labor practices and decent work		
Employment		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Employees
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Employees; Benefits
Occupational health and safety		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Employees
Training and education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Employees
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Employees
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	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.
Diversity and equal opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Employees; Corporate Governance
Society		
Anticorruption		
G4-SO4	Communication and training on anticorruption policies and procedures	To ensure understanding of our expectations, we provide in-person trainings on compliance issues, including anticorruption, for various employees and partners around the world. We also plan to launch an online anticorruption training module to a broader base of employees later in 2015.
Public policy		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Public policy

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