Autodesk FY2017 Sustainability Report

AUTODESK.

Letter from our President and CEO

We are at a critical moment in our history. The way we design and make things is rapidly changing: the technology is changing and the work itself is changing. This creates unprecedented opportunities to improve both *how* we make things and also *what* we are able to make. More than ever before, we are able to understand the interconnectedness of entire systems and optimize across them.

We're helping customers prepare for the future by using emerging and disruptive technologies such as artificial intelligence and machine learning, robotics, virtual and augmented reality, advanced manufacturing, and the Internet of Things. Applying these technologies to designing and making, we can more quickly understand complex systems, automate and refine challenging tasks, and build affordable, durable, lightweight, and low-carbon structures that were previously impossible to fabricate. We are empowering people to ask *what* new things can, and perhaps should, be made.

Concurrently, the interrelated challenges of population growth, inequality, mass urbanization, and climate change demand that we think differently about how and what we make. In 2050, 10 billion people will live on the planet, including 5 billion in the middle class who will have expectations of owning cars, houses, and a wide range of consumer goods. About two-thirds of the global population will live in urban areas, many of which have yet to be built. Powering these lifestyles will require at least twice the energy we currently consume.

At the same time, climate change demands a global transition away from fossil fuels and GHG emissions-intensive practices toward a low-carbon economy, with radical gains in materials- and energy-productivity. This imperative transcends geographic and political boundaries. Despite recent decisions by the U.S. administration, Autodesk joins thousands of companies, 195 countries, and countless city and local governments in our commitment to the principles and spirit of the Paris Agreement, which is already catalyzing unprecedented levels of innovation.

Addressing climate change while meeting the needs of a growing population is the greatest design challenge we have ever faced. It's also the business opportunity of a lifetime—representing an estimated $5.5 trillion market for low-carbon goods and services.

From multinational corporations to entrepreneurs and students, we are working with the customers who are driving this transformation. They are designing net zero buildings that produce as much energy as they consume, zero-emission transportation systems, resilient infrastructure, and net positive products, among countless other climate solutions.

Autodesk demonstrates leadership and innovation through efficient operations and by powering our business with 100 percent renewable energy. We continue to build a diverse workforce that reflects our international customer base. Our employees bring our company's vision and values to life by empowering customers around the world to create positive impact.

I am thrilled to be leading this company at such a critical juncture for us, our customers, and the global community. I am committed to utilizing the power of disruptive technologies, our diverse and talented workforce, and our impactful customer base to seize the tremendous opportunity to help people make a better world.

Sincerely,

Andrew Anagnost
President and Chief Executive Officer
Autodesk

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About this report

Autodesk is committed to sharing information about our economic, environmental, and social 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 report annually.

Performance data included in this report is based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2017 fiscal year ran from February 1, 2016, through January 31, 2017. Performance data covers the company's global operations, unless otherwise stated. In some cases, segments in tables do not add up to the total due to rounding. Dashes indicate where data was unavailable.

To learn more about our commitment to sustainability and our vision for the role design can have in addressing global challenges, visit our website at www.autodesk.com/sustainability.

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

Performance summary

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

Economy

Autodesk's ongoing financial performance underpins the company's efforts in sustainability. Our business model has shifted away from one-time, perpetual licenses toward term-based product subscriptions, cloud service offerings, and flexible enterprise business agreements. Over time, this business model transition will result in a more predictable, recurring, and profitable business. However, during the transition, traditional financial metrics, such as revenue, margins, earnings per share, and cash flow from operations will be adversely impacted. This is primarily due to revenue for new subscription offerings being recognized over time rather than up front and because subscription offerings generally have a lower initial price than perpetual offerings.

						FY2017			
Performance data	FY2013	FY2014	FY2015	FY2016	FY2017	Q1	Q2	Q3	Q4
Revenue [million US$]	$2,312	$2,274	$2,512	$2,504	$2,031	$512	$551	$490	$479
GAAP gross profit [million US$]	$2,074	$2,000	$2,170	$2,133	$1,689	$419	$466	$408	$396
GAAP net income [million US$]	$248	$229	$82	($331)	($579)	($168)	($98)	($143)	($171)
GAAP diluted earnings per share [US$]	$1.07	$1.00	$0.35	($1.46)	($2.60)	($0.77)	($0.44)	($0.64)	($0.77)
Relative contribution to world GDP [million US$ contribution/trillion US$ world GDP]	29.1	27.0	28.1	29.2	23.1	22.3	24.8	21.7	21.1

Environment and climate change

Autodesk continually works to address the causes and consequences of climate change and to improve our overall environmental performance. We enable our customers to design solutions that mitigate the effects of climate change, helping them win more business and save money. We also address the environmental impact of our own operations through a range of activities, as described in this report. The following commitments and targets demonstrate our broad and bold approach in this area.

COMMITMENTS

- Continue to report climate change information in mainstream financial reports (see Autodesk FY2017 Annual Report).
- Continue to conduct responsible corporate engagement in climate change policy (see Public policy).
- Continue to use an internal price on carbon.
- Continue to integrate sustainable design capabilities into our products and services.

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 helps companies develop GHG emissions reduction targets in proportion to their relative contribution to the economy.

- Reduce carbon dioxide equivalent (CO_2e) emissions across our value chain by 35 percent by fiscal year 2017.
- Reduce CO_2e emissions across our value chain by 38 percent by fiscal year 2018.
- Reduce CO_2e emissions across our value chain by 43 percent between fiscal year 2009 and fiscal year 2021.

PROGRESS IN FY2017

Achieved. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 44 percent, surpassing our goal for fiscal year 2017 of a 35 percent reduction.

Power our facilities and cloud services with 100 percent renewable energy by fiscal year 2021.	Achieved.
Remove commodity-driven deforestation from Autodesk's supply chain by 2020.	In progress. We continue to inventory our paper use and are transitioning to FSC-certified and recycled paper.
Reduce short-lived climate pollutant emissions.	In progress. We continue to inventory and mitigate refrigerant emissions across our facilities.
Implement customized sustainability improvement plans for benchmarked Autodesk sites by fiscal year 2017.	Achieved. We implemented plans for all benchmarked sites, representing 74 percent of our total square footage.

Model courtesy of DesignGroup and the National Audubon Society.

35 days

The time it would take to construct a new Manhattan at the current rate of U.S. building

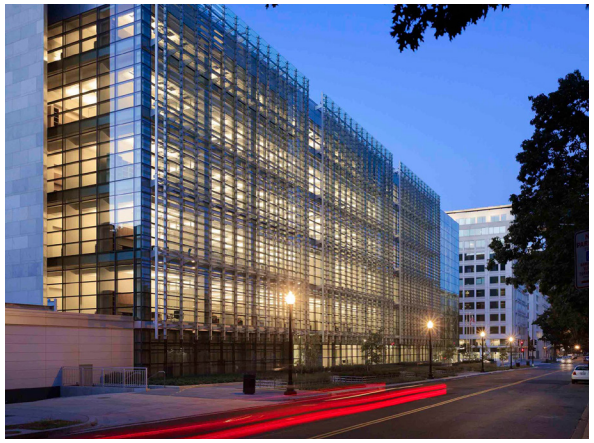


Image courtesy of HOK, Photo © Alan Karchmer.

Design, architecture, engineering, and planning firm HOK aims to run energy analysis on every project as a matter of policy. Autodesk® Insight streamlines that analysis, enabling the firm's design teams to quickly and easily model the effect of design changes on lighting, cooling, and other sustainability measures. HOK's teams can now use energy analysis as an integrated design decision-making tool throughout the process.

Products

Addressing the global threat of climate change requires action across sectors and geographies. When we look to the future of making things, it's imperative that it be low-carbon. Sustainable design can have a real, lasting effect in our collective efforts to move toward that future by helping to reduce the GHG emissions and environmental impact of buildings, infrastructure, and manufactured goods.

The architecture, engineering, and construction (AEC) and manufacturing sectors account for two-thirds of the world's carbon emissions.[1] The rate of new construction in the United States alone is equivalent to building a new Manhattan every 35 days.[2] And in 2014, the value of U.S. manufacturing was enough to make it the ninth largest economy in the world, valued at $2.1 trillion.[3] The opportunity to transform our world through sustainable design is immense, and Autodesk's customers are looking for ways to design and manufacture more sustainable buildings, infrastructure projects, and products. In fact, an Autodesk-commissioned study from Deloitte revealed that by 2020, 75 percent of the market we serve will demand software tools that help advance sustainable design.

Our customers have a broad and global reach. They include a wide range of companies, established design firms, academic institutions, nonprofits, and entrepreneurs in the AEC, product design, and manufacturing fields. We develop solutions that our customers can use to design a future in which our built environment, infrastructure, products, and manufacturing can allow us all to live well, and live within the limits of the planet. We help customers proactively understand, optimize, and improve the environmental performance of everything they make, so they can advance their carbon, energy, resource productivity, and cost savings goals.

Architecture, engineering, and construction: Our customers use Autodesk® tools to design and retrofit buildings; maximize energy and material efficiency; prioritize infrastructure projects based on social, environmental, and economic impacts; and minimize waste during construction. Our suite of solutions for the AEC sector includes industry-leading products that enable sustainable design choices.

Autodesk® Revit®, InfraWorks® 360, AutoCAD® Civil 3D®, BIM 360®, CFD, FormIt® 360 Pro, Insight, Navisworks®, and Robot™ Structural Analysis Professional software	
Building design and retrofit	• Design high-performance buildings • Conduct energy analysis from concept through complex modeling • Prioritize retrofits across property portfolios and locations • Use structural materials efficiently • Plan for smart decommissioning of buildings and related material recovery
Infrastructure	• Prioritize projects based on social, environmental, and economic impacts • Manage bioretention and green stormwater • Conduct traffic impact analysis • Conduct pollution modeling
Construction	• Minimize waste during construction • Plan for offsite and prefabrication design

1. According to the IPCC Fifth Assessment Report; combination of buildings, transport, and industry
2. Global Buildings Performance Network
3. National Association of Manufacturers, World Bank

"Autodesk is in one of the best positions to change outcomes on the planet, because we supply the tools that make… everything."

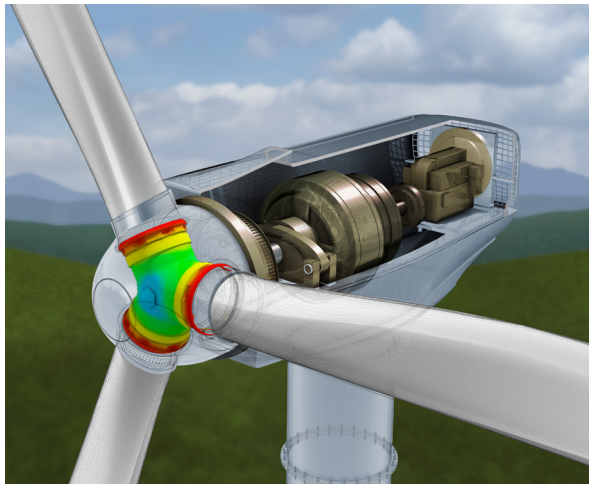
– Jeff Kowalski
Senior Vice President, Chief Technology Officer, Autodesk

$2.1 trillion

The value of U.S. manufacturing in 2014

Product design and manufacturing: From product design through production, customers use Autodesk's advanced manufacturing tools to reduce material use; design lightweight, energy-efficient products; and manage factory processes and environmental footprints.

Autodesk® Fusion 360™, Inventor®, CFD, Factory Design Utilities, Fusion Connect, Helius Composite, Helius PFA, Moldflow® Design, NetFabb®, Simulation Mechanical, TruNest Multi-tool, and Within software	
Product / industrial design	• Create lighter products through generative design and composites • Maximize use of energy-efficient electronics and machines • Improve materials efficiency • Make greener materials choices • Conduct simulations to test and design more durable products
Factory	• Analyze building energy consumption (individual, campus, portfolio) • Conduct layout and process optimization for lean manufacturing • Optimize and retrofit HVAC systems • Reduce energy and waste between manufacturing runs of different products • Use digital twins to conduct predictive maintenance
Planning and process	• Optimize machine use • Nest pieces to optimize flat sheet cutting and reduce waste
Additive manufacturing (3D printing)	• Use support material efficiently to reduce waste • Improve print accuracy and success rate to reduce waste



Opto 22 used Autodesk CFD to design a new product: Groov. By implementing 3D digital prototyping and up-front simulation, the company eliminated the need for fans, and delivered a significantly smaller, more reliable, and more energy- and material-efficient product.

Education

We 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, or other related fields.

Autodesk® Sustainability Workshop is a free online knowledge base that teaches the principles and practice of sustainable design. Since launching in 2010, the Sustainability Workshop has received nearly 4 million visits, and 500 educators and academic institutions spanning 90 countries have integrated the materials into their classes.

90 countries
where Autodesk Sustainability Workshop materials are integrated into classes

Autodesk® Design Academy offers free projects, courses, webinars, and more for educators and design students at all levels. Since the website was launched in 2014, Design Academy has gained more than 98,600 members. During fiscal year 2017, the site received more than 3 million page views from 959,500 unique visitors.

98,600+
members

Autodesk® Education Community enables students, faculty, and educational institutions to access more than 80 titles of Autodesk professional-grade software at no charge.[4] Since the Community's inception in 2006, nearly 15 million students and educators, including almost 4.7 million in 2016, have registered nearly 32 million copies of Autodesk software.

Nearly 32 million
copies of Autodesk software registered since 2006 by almost 15 million students and educators

Autodesk® University, a learning community for design and engineering professionals from around the globe, offers conference experiences and free access to online learning resources year-round. Since 2015, more than 850 hours of video have been added to the program's website, accompanied by thousands of pages of learning content, sample data sets, and more. In 2016, more than 2.2 million people visited the Autodesk University website and watched more than 82,000 hours of instructional video.

82,000+
hours of instructional video watched in 2016

4. 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.

Carbon footprint

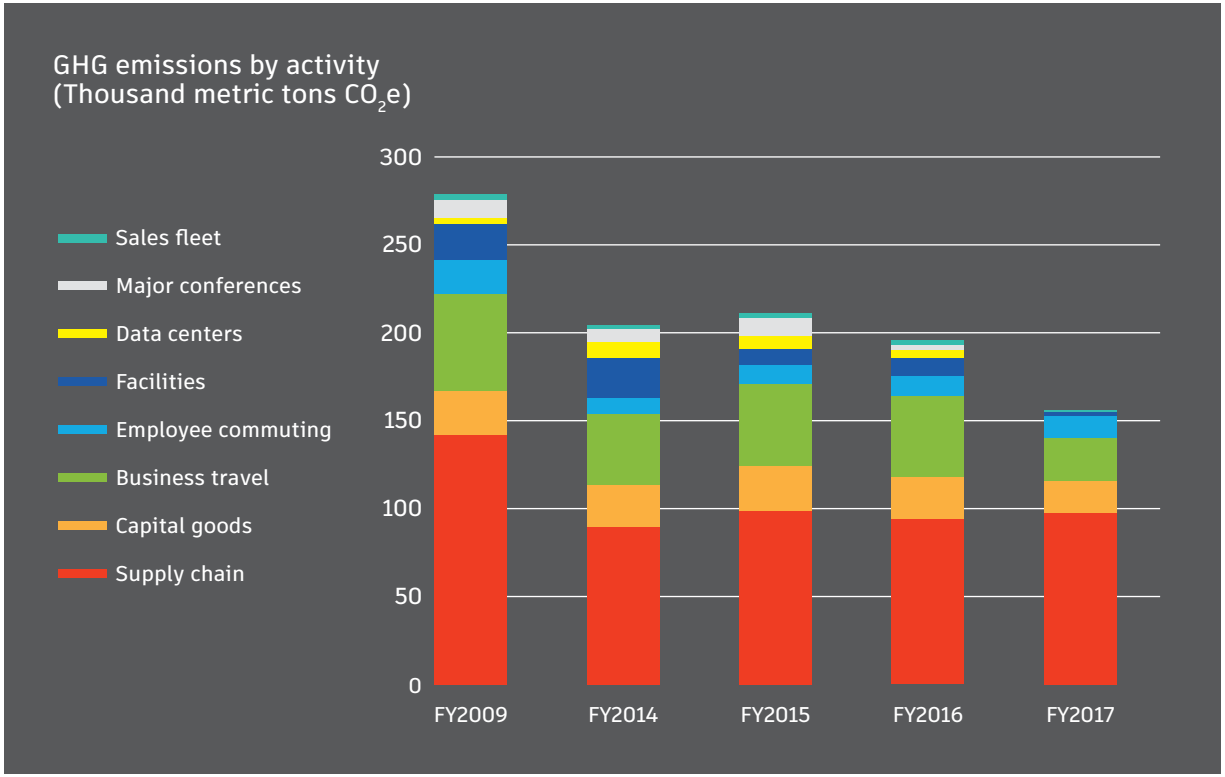
Our carbon footprint includes emissions generated across our value chain, from our supply chain to our facilities to the data centers for our cloud-based services. We actively manage these impacts and strive to be transparent about all relevant areas of our business, including 10 categories covered in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

During fiscal year 2017, our absolute GHG emissions decreased by 20 percent compared with the prior year. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 44 percent, surpassing our goal of a 35 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 16 Leadership in Energy and Environmental Design (LEED®) certifications, representing 31 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 refine the functionality of our solutions, improve our environmental performance, and showcase how customers can use our solutions to meet their



sustainability objectives. Our office and BUILD space workshop in Boston, Massachusetts, is our latest example, connecting sustainable design principles to the latest in building technologies, creating a unique space for research and development. Emissions from facilities are included in the data table on the following page, under Scope 1, Scope 2, and Scope 3: "Waste generated in operations" and "Leased assets."

Data centers: In addition to using 100 percent renewable energy for our cloud services, we strive to minimize data center energy use through server virtualization, selection of efficient equipment that meets respected industry standards, and by streamlining our code. These efforts help us provide customers a faster, more reliable experience, with reduced environmental impacts. Emissions related to data centers are included in the data table on the following page, under Scope 2 (related to purchased electricity) and Scope 3: "Purchased goods and services."

Major conferences: Since fiscal year 2016, Autodesk® University has been carbon neutral, and in fiscal year 2017, we extended this effort to include One Team Conference, our annual channel partner and sales summit. 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."

	(Baseline)					FY2017			
Performance data	FY2009	FY2014	FY2015	FY2016	FY2017	Q1	Q2	Q3	Q4
GHG emissions[5] [metric tons CO_2e]	277,000	204,000	210,000	196,000	156,000	43,300	38,600	40,500	33,500
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	8.09	7.55	7.48	6.72	6.75	1.94	1.56	1.86	1.59
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	120	89.7	83.6	78.3	76.7	84.6	70.1	82.7	69.9
GHG emissions intensity [metric tons CO_2e/employee]	35.5	27.6	23.9	20.6	17.3	4.81	4.29	4.50	3.72
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	153	120	121	109	83.1	23.5	21.1	21.2	17.4
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	4,250	2,480	2,330	2,040	1,900	496	375	426	601
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling (including renewables)[6] [metric tons CO_2e]	18,900	23,600	7,620	8,010	105	27.9	25.4	26.5	25.4
Scope 3: Upstream [metric tons CO_2e]	253,000	178,000	200,000	186,000	154,000	42,800	38,200	40,000	32,800
Purchased goods and services[7]	132,000	80,400	91,800	77,200	84,800	20,900	20,800	21,400	21,700
Capital goods[7, 8]	25,000	23,600	25,200	24,800	18,500	4,610	4,610	4,610	4,610
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	1,090	944	853	969	946	221	224	268	233
Transportation and distribution[7, 8]	20,500	16,200	14,200	18,700	12,400	3,100	3,100	3,100	3,100
Waste generated in operations	1,080	47.7	631	919	415	102	101	105	106
Business travel[7, 9]	55,300	47,500	57,100	45,900	24,100	10,700	6,230	7,170	0
Employee commuting	19,000	9,380	10,400	11,400	12,600	3,100	3,080	3,310	3,070
Leased assets[7]	249	56.9	61.6	59.2	40.3	10.1	10.1	10.1	10.1
Scope 3: Downstream [metric tons CO_2e]	1,000	393	308	183	88.3	31.6	30.9	17.1	8.77
Transportation and distribution	898	354	277	165	79.6	28.5	27.8	15.4	7.91
End-of-life treatment of sold products	104	39.3	30.6	18.0	8.68	3.11	3.04	1.68	0.856
Energy use [MWh]	53,200	42,400	37,800	55,600	56,500	12,900	12,000	15,600	16,000
Direct energy use	11,700	3,220	3,230	2,590	3,240	912	340	491	1,500
Indirect energy use	41,500	39,200	34,600	53,000	53,300	12,000	11,700	15,100	14,500
Renewable energy [MWh]	2,040	12,400	14,200	37,100	51,800				
Renewable energy purchased	80.9	7,190	7,020	6,200	5,100				
Renewable energy certificates	1,960	5,240	7,190	30,900	46,700				
Renewable energy [as a percent of total indirect energy use]	4.91%	32.5%	39.9%	70.0%	97.3%				
Carbon offset from renewable energy [metric tons CO_2e]	752	7,110	8,960	24,100	34,700				
Carbon offset from other projects [metric tons CO_2e]	--	--	--	18,000	34,000				
Carbon offsets [as a percent of total GHG emissions]	0.271%	3.49%	4.27%	21.5%	44.0%				
LEED certifications[10]	2	15	19	19	16				
Buildings with LEED certification [as a percent of total active square footage]	1%	28%	32%	32%	31%				

5. Historical values for total GHG emissions, GHG emissions intensity, and carbon offsets as a percent of GHG emissions are updated due to revisions to business travel data, as described in footnote 9.
6. Beginning with fiscal year 2015, data are calculated with the market-based accounting method, which takes into account purchased renewable energy. Data for prior years use a location-based methodology to calculate GHG emissions.
7. These data are calculated based on the economic input-output lifecycle assessment model, using industry-specific emissions factors in conjunction with Autodesk's spend.
8. Data for "capital goods" and "transportation and distribution" were calculated based on annual spend and allocated evenly across quarters.
9. We updated our methodology for calculating GHG emissions associated with business travel to more accurately capture the effects of radiative forcing. Historical data have been restated accordingly.
10. LEED certifications as of January 31, 2017, 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 [1], CI Platinum [3]); Lake Oswego, Oregon (CI Certified).

Waste

Materials use contributes significantly to climate change, so we estimate GHG emissions related to waste from Autodesk operations and the end-of-life phase of Autodesk® products (see data on the previous page).

Performance data[11]	FY2013	FY2014	FY2015	FY2016	FY2017
Waste generation [metric tons]	281	126	141	237	204
Recycling	164	33.2	35.2	47.3	83.5
Compost	31.2	38.0	17.6	17.3	17.3
Energy recovery	22.6	22.6	0	0	0
Landfill	63.2	32.2	87.8	172	103
Landfill diversion rate [percent]	78%	74%	38%	27%	49%
Coverage of data [as a percent of total active square footage]	22%	20%	7%	9%	12%

11. Includes waste from major conferences and facilities. Data are extrapolated to our full real estate portfolio based on sites where data are available.

Water

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

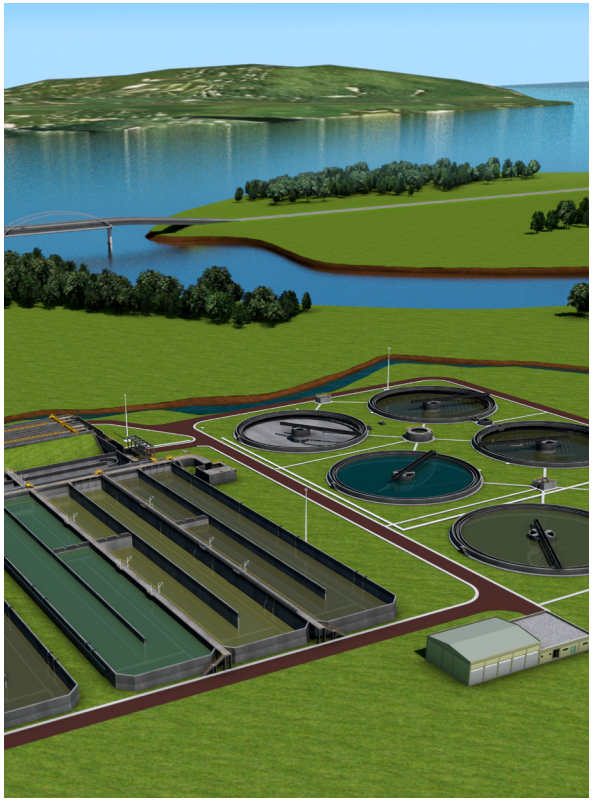
Corporate environmental management

Autodesk's Environmental Policy outlines our high-level sustainability commitments. Our Environmental Core Team (see graphic), which includes senior leaders from across the business, champions this policy. Project teams support this effort by obtaining environmental data, making investment decisions, implementing measures to reduce our impact, and reporting performance. These groups are co-led by the Corporate Sustainability Team and Autodesk employees from each activity area. All Autodesk locations are covered by the company's environmental management system.

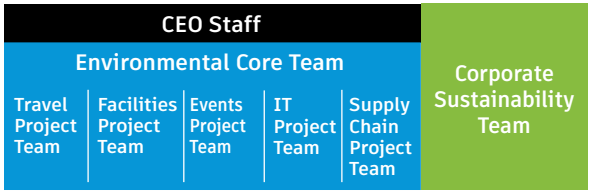
Environmental compliance

Autodesk meets or exceeds all applicable environmental laws and regulations related to our business operations. In fiscal year 2017, we were not cited or fined for noncompliance of any environmental laws or regulations.

Performance data	FY2013	FY2014	FY2015	FY2016	FY2017
Environmental violations	0	0	0	0	0
Environmental fines [US$]	$0	$0	$0	$0	$0



Autodesk environmental management structure



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.

Our employees make an impact by volunteering in their local communities and through Autodesk-sponsored events or by lending their professional skills to nonprofits. In fiscal year 2017, more than 1,500 Autodesk employees participated in Global Month of Impact, an annual month-long volunteer event. Together, we assembled over 750 3D printed prosthetic hands for children in need and mapped the locations of more than 5,000 structures for first-responders in vulnerable communities. Through our pro bono volunteer program, employees use their professional skills to support nonprofit organizations and startups focused on issues ranging from health and poverty to climate change and marine conservation. See the Impact philanthropy section for related data and information about our matching funds for volunteer hours.

1,500+

employees volunteered during our Global Month of Impact

Diversity and inclusion: Diversity and inclusion are essential for success. A diverse workforce provides the perspectives we need to identify and creatively solve problems. Unfortunately, the technology, engineering, and building design fields lack diversity. This underrepresentation not only limits business success but can lead to inequity if buildings, cities, infrastructure projects, and consumer products are designed without inclusion in mind. Autodesk champions diversity issues in the public arena, and we work within our own company to build and maintain an inclusive environment for our employees.

At Autodesk, managers and employees at all levels are responsible for creating a diverse and inclusive workplace. In addition to building the diversity of our workforce, we also work to develop diverse leadership, foster an inclusive culture, and establish Autodesk as a thought leader in this area.

We have developed a targeted recruiting strategy that reaches underrepresented groups, including women, Hispanic Americans, African Americans, and others. By providing access to free Autodesk® software,[12] we help people gain knowledge and capabilities they can use to pursue a career at our company, work within another organization, or launch their own business. We also prioritize diversity in our recruiting activities, from internships through senior-level positions. As we identify emerging leaders within our employee base, we keep many aspects of diversity in mind—including gender, ethnicity, sexual orientation, geographic location, and cultural heritage—as we work to build the most robust and diverse leadership team possible.

In addition to building a diverse workforce, we also work to create and maintain an inclusive environment where all employees can thrive. As part of this, we analyze our annual engagement surveys to identify inclusion gaps and work to remedy them. For example, in fiscal year 2017 we received feedback that certain demographic groups at specific sites were having very different perceptions of their experience in the organization. In response, we developed action plans for those sites to address items of concern and close the gaps we identified. We also regularly provide employees with opportunities to learn more about inclusion and how they can contribute to the environment we value at Autodesk. During fiscal year 2017, we conducted diversity and inclusion training for more than 3,000 employees globally. In addition, we encourage employees to take part in our employee resource groups, which include networks for women, African Americans, LGBTQ employees, and our most recently established networks for Hispanic Americans and veterans.

3,000+

employees participated in diversity and inclusion training during fiscal year 2017

Equity in compensation and benefits is one way we show respect for all our employees. In fiscal year 2016, we began an analysis to identify any wage inequality in our workforce based on gender or ethnicity and continue to do so on a regular basis. To affirm this commitment, we signed the White House Equal Pay Pledge in fiscal year 2017. In addition, we have had a number of programs in place for many years to support the LGBTQ community, resulting in our score of 100% on the Human Rights Campaign Corporate Equality Index.

100%

score on the Corporate Equality Index

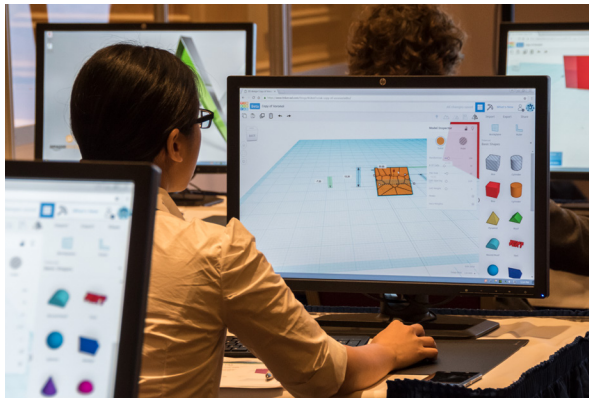
To continue driving progress in diversity and inclusion, we established a Global Diversity and Inclusion Scorecard in fiscal year 2017. The scorecard provides a set of diversity and inclusion strategies that each business unit can use to foster inclusion, such as providing learning and education opportunities, making inclusive behaviors an expectation for all employees, identifying diverse candidates for job openings and our emerging leaders program, filling inclusion gaps found through responses to engagement surveys, and applying diversity principles to our core business functions.

12. Free Autodesk software licenses 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.

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 been recognized as a great place to work.

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 softball, basketball, and soccer tournaments. We also have programs to improve safety at our workshops and facilities worldwide and offer employees a voluntary program to help reduce ergonomic risks.

Restructuring: In light of an anticipated decrease in revenue and a commitment to manage spending, Autodesk implemented a worldwide restructuring plan in fiscal year 2017. This enables us to rebalance staffing levels to better align with the evolving needs of the business and reduce operating expenses. For more information, see the proxy statement that is part of the Autodesk FY2017 Annual Report. The restructure affected 10 percent of our workforce.



Performance data[13]	FY2013	FY2014	FY2015	FY2016	FY2017
Number of employees[14]	7,100	7,400	8,800	9,500	9,000
Regional breakdown of employees[15] [percent of employees]					
Americas	52%	52%	53%	54%	52%
Asia Pacific	30%	29%	28%	27%	25%
Europe, Middle East, Africa	18%	19%	19%	19%	23%
Total turnover[16] [percent of employees]	15.3%	8.5%	10.5%	11.3%	17.7%
Voluntary turnover[16] [percent of employees]	6.5%	5.7%	6.5%	6.9%	7.2%
Employee engagement[17] [percent]	71%	76%	80%	81%	81%
Global gender diversity[18] [percent female]					
Board of directors	20%	20%	30%	30%	30%
Company officers, executives, and senior management	19%	20%	20%	20%	21%
Managers and supervisors	23%	23%	23%	23%	23%
All employees	29%	29%	29%	29%	29%
U.S. ethnic diversity[19] [percent of employees]					
White	72%	73%	73%	73%	70%
All nonwhite	28%	27%	27%	27%	31%
Black/African American	1%	2%	1%	1%	2%
Hispanic	4%	5%	5%	5%	5%
Asian	21%	18%	19%	19%	20%
Training budgeted per employee globally, approximate [US$]	$900	$1,000	$1,000	$1,000	$1,000
Incident rates[20]					
Recordable incident rate	0.21	0.13	0.12	0.15	0.15
Days away, restrictions, and transfers (DART)	0.07	0.03	0.01	0.02	0.02
Fatalities	0	0	0	0	0

13. Employee count data include those who were part of the Delcam acquisition beginning with fiscal year 2015. However, the other data in the Employees table include Delcam employees beginning with fiscal year 2017.
14. As of the end of the fiscal year noted.
15. Data are as of the end of the fiscal year noted except for fiscal year 2013 data, which are as of December 31, 2012.
16 Data are as of the end of the fiscal year noted.
17. 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 2017 corresponds to calendar year 2016, and so forth.
18. 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 2017 corresponds to calendar year 2016, and so forth.
19. Percentages are as of the end of the calendar year noted. In these rows fiscal year 2017 corresponds to calendar year 2016, 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).
20. For consistency, we use U.S. Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates prior to 2013. Beginning in 2014, data reflect injuries and illnesses at all sites worldwide. Data for 2013 relate to injuries and illnesses occurring within the United States only. These data are reported on a calendar-year basis. Fiscal year 2017 corresponds to calendar year 2016, and so forth. Data for the recordable incident rate have been restated for all years to reflect updated calculations based on more accurate headcounts.

Impact philanthropy

The Autodesk® Foundation supports the design and creation of innovative solutions to the world's most pressing 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 technical training. Autodesk, Inc. business units also provide direct funding for design and engineering programs and projects in their respective industries.

We support employees worldwide by matching their charitable donations of time and money to the causes and organizations they care about most, and for disaster response. To learn more about how we encourage both traditional and pro bono volunteering, see the Employee Impact section.

Performance data	FY2013	FY2014	FY2015	FY2016	FY2017
Company and Foundation cash contributions[21] [US$]	$2,024,000	$1,664,000	$3,481,000	$6,251,000	$7,400,000
Company product donations[22] [US$]	$2,600,000	$3,200,000	$6,800,000	$14,000,000	$13,500,000
Employee giving [US$]	$282,000	$307,000	$929,000	$1,205,000	$1,200,000
Foundation match of employee giving of time and money [US$] (also included in the "Company and Foundation cash contributions" line above)	$256,000	$223,000	$901,000	$1,190,000	$1,300,000
Employee traditional volunteer hours[23]	6,000	8,200	17,500	21,600	24,900
Value of traditional volunteer hours[23] [US$]	$138,000	$189,000	$404,000	$498,000	$574,000
Employee pro bono volunteer hours (donated to nonprofits and impact-related start-ups)	--	--	--	980	3,860
Value of pro bono hours[24] [US$]	--	--	--	$136,000	$270,000

21. Data from fiscal years 2013 and 2014 reflect 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.
22. Autodesk calculates its product donations at commercial value. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community. The increase in donations for fiscal year 2016 is due to the increased activity of the Autodesk Technology Impact Program.
23. 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.
24. Value of pro bono hours based on hourly rates for various skills cited by Taproot Foundation.

Image courtesy of KickStart International.

Public policy

Every policymaker can be a catalyst for action on important sustainability issues, such as climate change and diversity and inclusion. During fiscal year 2017 and in the months following, we made important strides in these areas. Even as we face challenges ahead, Autodesk remains optimistic about the future and committed to our role in advancing progress. Our Corporate Sustainability and Government Affairs teams meet regularly to align on current and future policy activities and opportunities.

Climate change: Climate leadership and sound environmental policies strengthen the economy, create jobs, and are essential to the long-term success of business and society at large. Recent actions by the U.S. administration to end programs aimed at addressing climate change and to withdraw from the Paris Agreement are contrary to Autodesk's values and vision for the future. In March 2017, our then co-CEOs released a statement in response to the U.S. administration's proposed budget cuts to climate and environmental programs. They followed this with another statement in June 2017 to reiterate our commitment to the Paris Agreement. Autodesk's Vice President of Sustainability also responded, affirming that Autodesk is more committed than ever to helping our customers design, build, and manufacture net positive climate solutions.

We will continue participating in public policy debate to advance innovation, sustainability, economic growth, and policies that are good for people and for the planet. During fiscal year 2017, our Government Affairs Team and other key company representatives engaged with government officials, nonprofit organizations, think tanks, and other entities to advance sustainability principles.

During the year, Autodesk:

- Joined more than 100 companies in a call for the U.S. government to shift to a low-carbon future (published in the *Wall Street Journal*)
- Pledged to do our part to help the U.S. achieve the aims of the Paris Agreement in further support of the Low-Carbon USA initiative, which we followed up with advocacy in support of the U.S. Clean Power Plan
- Sponsored the seventh meeting of the Clean Energy Ministerial to share our progress and perspective regarding renewable energy with the world's chief energy ministers
- Collaborated with Ceres and Partnership for Responsible Growth to support a national price on carbon for the U.S.
- Encouraged our customers to sign the Ceres Building and Real Estate Climate Declaration as we have done
- Continued our membership in the Ceres Business for Innovative Climate and Energy Policy (BICEP) initiative
- Continued to support passage of California initiative SB32, which includes ambitious GHG emissions reduction targets for the state to reach by 2030

Performance data	FY2013	FY2014	FY2015	FY2016	FY2017
Company political contributions[25] [US$]	$0	$0	$0	$0	$0

25. These data do not include occasional contributions to local ballot initiatives.

Diversity and inclusion: Diversity is essential for our success as a business and for our society as a whole. We foster diversity and inclusion in our workplace, and we firmly support inclusive national policies as well. During fiscal year 2017, we opposed provisions in North Carolina House Bill 2 that eliminated non-discrimination ordinances and opened the door to discrimination against the LGBTQ community. We called on the state of North Carolina to repeal this law that would result in limiting opportunity to a group based on difference.

In early 2017, Autodesk joined the public debate in the U.S. regarding immigration. Our former CEO, Carl Bass, sent a message to our entire staff, letting them know that our company did not support the president's January 27, 2017, executive order on immigration and affirming Autodesk's commitment to diversity and our support of all employees. We also released this statement publicly and followed it up by joining more than 120 companies (most of them in the technology industry) on an amicus brief challenging the order in the Ninth Circuit Court of Appeals. When the administration rescinded the first order and replaced it on March 6, 2017, with a new executive order on immigration, we joined an amicus brief filed with the Ninth and Fourth Circuit Courts challenging the new order.

Political contributions: 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 2017.

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 partners to follow while conducting business with or on behalf of Autodesk. It covers areas including anticorruption, antitrust and fair competition, business courtesies (such as gifts), financial integrity and accounting, conflict of interest, export controls, interactions with government customers, insider trading, data protection and confidentiality, intellectual property, environmental laws, and instructions for how to report improper conduct.

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 2017, 100 percent of Autodesk active employees completed the training. Our officers, directors, contingent workers, and global subsidiaries are also required to abide by our CoBC.

Our CoBC includes instructions for reporting possible violations of Autodesk policies or practices. The company's 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 relevant to human rights either online or in this report, 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 2016 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 report and the policies and codes we've posted online serve as our Communication on Progress for fiscal year 2017 and describe how we are integrating these principles into our business. The table to the right 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 Environment and climate change section and in the company's CDP submission.

"We endorse the principles of the United Nations Global Compact, which align with our company values to operate ethically and responsibly. We support collective action to address global challenges, such as climate change, corruption, and human rights and labor abuses, and we embrace our role as a corporate citizen to make a positive impact in these areas."

– Andrew Anagnost
President and 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; 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; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 5: the effective abolition of child labor; and	Suppliers and business partners; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 6: the elimination of discrimination in respect of employment and occupation.	Employees; 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 and climate change
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Environment and climate change; Autodesk CDP submission; Autodesk endorsement of Caring for Climate
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Environment and climate change; 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.	Ethics and compliance; Autodesk Code of Business Conduct; Autodesk Partner Code of Conduct

Global Reporting Initiative (GRI) index

This sustainability report 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		
G4-1	Statement from the most senior decision maker of the organization	Letter from our President and CEO
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 FY2017 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)	Products by Industry
G4-9	Scale of the organization	Economy; Employees; Autodesk FY2017 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 5 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 FY2017 Annual Report
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Environment and climate change
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 FY2017 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 report 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 and climate change
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Environment and climate change

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 report
G4-29	Date of most recent previous report (if any)	September 2016
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	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, are being verified by Bureau Veritas.
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 Vice President of Sustainability, has direct responsibility for climate change within the organization. She reports to Senior Vice President Chris Bradshaw, who reports directly to CEO Andrew Anagnost. Ms. Cameron is responsible for setting and implementing the company's corporate sustainability strategy and programs and for 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 Vice President 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 regular meetings with 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 Vice President 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 FY2017 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 FY2017 Annual Report
Indirect economic impacts		
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Products
Environmental		
Energy		
G4-EN3	Energy consumption within the organization	Carbon footprint
Emissions		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Carbon footprint
G4-EN16	Energy indirect GHG emissions (Scope 2)	Carbon footprint
G4-EN17	Other indirect GHG emissions (Scope 3)	Carbon footprint
G4-EN18	GHG intensity	Carbon footprint
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	Products

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	Carbon footprint
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
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.
Public policy		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Public policy

AUTODESK.