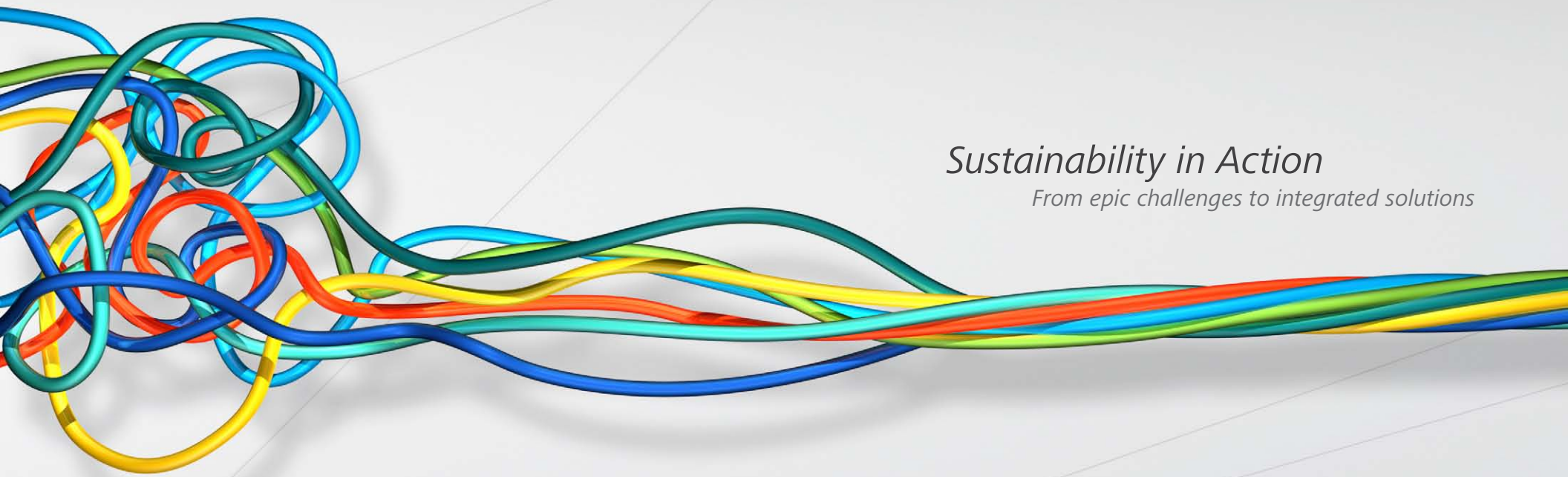
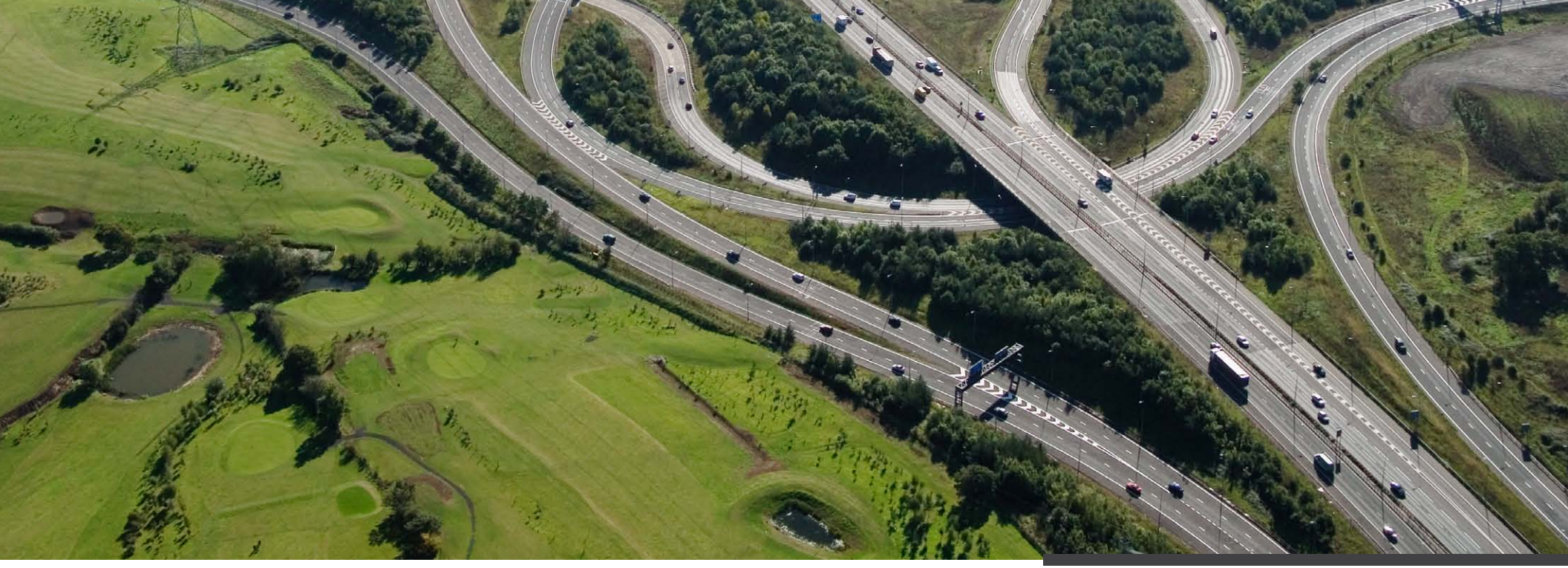
Progress Report FY2013 February 2012–January 2013



Sustainability in Action

From epic challenges to integrated solutions

AUTODESK.



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Letter from our CEO

Design has always been humanity's competitive advantage. Considering the challenges we face as a global population over the coming decades, I believe we will come to rely on this strength more than ever.

By 2050, there will be 9 billion people on Earth, demanding and deserving adequate food, medicine, shelter, and comfort. History has shown us that failing to address such demands eventually leads to instability and crisis. Somehow we must meet these growing needs while at the same time significantly reducing global resource use. We will have to rethink, redefine, and redesign the way we live, the way we create solutions, and the way we measure progress.

Our challenges today are complex and urgent, but I'm confident that we can overcome and design our way out of them together. Today, we have the tools to help us improve and accelerate every step of the design process. Collaboration platforms that were unimaginable a decade ago are now taken for granted. Testing and iteration that once took years can now be achieved in minutes. Crowdsourcing and crowdfunding are tearing down barriers and enabling us to more fully tap human ingenuity.

At Autodesk, we embrace the challenges of our rapidly changing world, and we are no longer satisfied with simply making the world's best design software. That's why we're evolving our own business to better support professionals and amateurs alike who are creating solutions for 9 billion people to live well, and to live within the limits of our planet.

Autodesk is in a perfect position to build on and expand our work helping people imagine, design, and create a better world. We're committed to helping our more than 125 million users—some of the most creative, and connected, people in the world—to innovate the solutions our planet needs. They already use our tools to design radically efficient buildings, create infrastructure that uses resources more wisely, and manufacture products—from microchips to automobiles—with smaller footprints. Through better and better tools, easier collaboration, and an inspired user community, Autodesk is helping people create solutions for our shared challenges.

Of course our primary focus is on our customers, and on helping them to reach their goals. But we're also continuing to reduce our environmental impact, build a great workplace, and live our values every day. Reflecting this commitment, we endorse the United Nations Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption.

For me, this isn't simply a sustainability report: it's also a declaration of commitment by me, by Autodesk leadership, and by our thousands of employees to help the global community of people who are, right now, creating a better world.

I hope you'll join us.

Sincerely,

Carl Bass
Chief Executive Officer
Autodesk

Performance summary[1]

Key metrics

Economy	FY2009	FY2010	FY2011	FY2012	FY2013	FY2013 Q1	FY2013 Q2	FY2013 Q3	FY2013 Q4
Revenue [million US$]	$2,315.2	$1,713.7	$1,951.8	$2,215.6	$2,312.2	$588.6	$568.7	$548.0	$606.9
GAAP gross profit [million US$]	$2,096.1	$1,521.9	$1,755.2	$1,986.5	$2,073.7	$529.8	$508.9	$490.1	$544.9
GAAP net income [million US$]	$183.6	$58.0	$212.0	$285.3	$247.7	$78.9	$64.6	$29.4	$74.5
GAAP diluted earnings per share [US$]	$0.80	$0.25	$0.90	$1.22	$1.07	$0.34	$0.28	$0.13	$0.32
Relative contribution to world GDP [million US$ contribution/trillion US$ world GDP]	34.2	26.3	27.8	28.4	29.1	29.7	28.6	27.5	30.6
Environment									
Climate change									
Greenhouse gas (GHG) emissions [tCO_2e]	85,800	60,600	62,500	61,600	56,400	14,900	12,700	11,700	17,200
C-FACT carbon intensity ratio [tCO_2e/relative contribution to world GDP]	2.51	2.30	2.25	2.17	1.94	0.50	0.44	0.43	0.56
GHG emissions intensity [tCO_2e/million US$ revenue]	37.1	35.3	33.5	27.8	24.4	25.2	22.3	21.4	28.3
GHG emissions intensity [tCO_2e/employee]	11.0	8.90	9.19	8.21	7.95	2.09	1.79	1.65	2.42
GHG emissions intensity [tCO_2e/1,000 active square feet]	47.5	33.8	36.8	35.7	32.9	8.61	7.29	6.71	10.4
Scope 1: Direct emissions from owned/controlled operations [tCO_2e]	4,250	2,360	4,320	3,140	2,160	573	461	490	640
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [tCO_2e]	6,070	7,360	5,780	3,710	3,390	873	972	866	677
Scope 3: Upstream	74,500	50,000	51,800	54,100	50,300	13,300	11,100	10,200	15,700
Purchased goods and services [tCO_2e]	2,070	2,040	1,480	1,470	3,090	613	422	507	1,550
Fuel- and energy-related activities (not included in scope 1 or scope 2) [tCO_2e]	1,090	1,100	995	824	1,000	243	280	257	223
Transportation and distribution [tCO_2e]	1,050	920	768	778	141	34.6	35.4	35.4	35.4
Waste generated in operations [tCO_2e]	1,080	802	872	895	56.2	14.1	14.2	14.3	13.5
Business travel [tCO_2e]	38,200	23,800	26,500	29,600	25,700	7,510	4,900	4,230	9,040
Employee commuting [tCO_2e]	19,000	10,400	10,400	11,500	12,700	3,080	3,220	3,210	3,190
Leased assets [tCO_2e]	12,000	10,900	10,800	8,920	7,660	1,770	2,240	1,970	1,680
Scope 3: Downstream	1,000	875	642	675	542	133	136	136	136
Transportation and distribution [tCO_2e]	898	784	577	606	488	120	123	123	123
End-of-life treatment of sold products [tCO_2e]	104	90.6	65.0	69.0	54.6	13.4	13.7	13.7	13.7
Energy use [MWh]	53,200	49,300	45,400	35,800	46,600	11,600	12,100	11,300	11,700
Direct energy use [MWh]	11,700	11,200	7,620	2,710	3,170	989	361	441	1,380
Indirect energy use [MWh]	41,500	38,100	37,800	33,100	43,500	10,600	11,800	10,800	10,300
Electricity purchased by Autodesk [MWh]	19,600	18,200	16,600	15,300	23,100	5,870	6,300	5,730	5,250
Electricity purchased by landlord [MWh]	21,900	19,900	21,200	16,900	17,200	4,060	4,810	4,450	3,910

	FY2009	FY2010	FY2011	FY2012	FY2013
Renewable energy [MWh]	2,040	2,960	4,890	6,140	11,900
Renewable energy purchased [MWh]	80.9	194	1,280	2,160	7,670
Renewable energy certificates [MWh]	1,960	2,760	2,820	3,980	4,270
Renewable energy [as a percent of total indirect energy use]	4.91%	7.77%	12.9%	18.5%	29.6%
Carbon offset from renewable energy [metric tons CO_2e]	752	1,140	1,700	2,350	6,290
Carbon offsets [as a percent of total GHG emissions]	0.876%	1.88%	2.72%	3.81%	11.1%
Buildings with LEED® certification	2	7	5	8	10
Buildings with LEED certification [as a percent of total active square footage]	1%	12%	10%	19%	23%

Waste

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

Suppliers

Number of suppliers with green certifications[2] [approximate]	--	--	400	300	300
Percentage of supply chain spending with suppliers that have green certifications [approximate]	--	--	5%	3%	10%

Environmental compliance

Environmental violations	0	0	0	0	0
Environmental fines [US$]	$0	$0	$0	$0	$0

Society

Employees

Number of employees	7,800	6,800	6,800	7,500	7,100
Employee engagement[3] [percent]	78%	72%	69%	73%	71%
Global gender diversity[4] [percent female]					
Board of Directors	11%	22%	22%	22%	20%
Company officers, executives, and senior management	21%	23%	21%	22%	19%
Managers and supervisors	25%	25%	24%	26%	23%
All employees	30%	30%	30%	29%	29%

	FY2009	FY2010	FY2011	FY2012	FY2013
U.S. ethnic diversity[5] [percent of employees]					
White	75%	75%	75%	74%	72%
All nonwhite	25%	25%	25%	26%	28%
Black/African american	2%	2%	1%	1%	1%
Hispanic	5%	5%	4%	4%	4%
Asian	18%	18%	18%	19%	21%
Training budgeted per employee globally, approximate [US$]	$1,000	$1,000	$1,000	$900	$900

Community support

Company cash contributions [US$]	$1,741,000	$1,046,000	$1,038,000	$1,955,000	$2,024,000
Arts[6] [percent of total]	8%	8%	10%	8%	8%
Education [percent of total]	22%	24%	27%	36%	30%
Environment/sustainability [percent of total]	17%	14%	10%	11%	11%
Health and human services [percent of total]	53%	54%	53%	45%	51%
Company product donations[7]	$624,000	$5,600,00	$1,500,000	$1,095,000	$2,600,000
Employee giving	$295,000	$200,000	$222,000	$255,000	$282,000
Employee volunteer hours	N/A[8]	4,900	8,500	7,900	6,000

Public policy

Company political contributions [US$]	$25,000[9]	$0	$0	$0	$0

1. In some cases, segments do not add up to total due to rounding. Dashes represent that data for that year was not available.
2. According to data provided by Dun & Bradstreet.
3. Represents the percentage of employees who responded favorably to three questions that measure different aspects of employee engagement. These data are reported on a calendar year basis. Fiscal year 2013 corresponds to calendar year 2012, and so forth.
4. 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 2013 corresponds to calendar year 2012, and so forth.
5. Percentages are as of the end of the calendar year noted. In these rows fiscal year 2013 corresponds to calendar year 2012, and so forth. Segments for "All nonwhite" in calendar years 2010, 2011, and 2012 do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).
6. Percentage breakout of contributions by area made on behalf of Autodesk by the Community Relations Team. Does not reflect contributions made by business units.
7. Autodesk calculates its product donations at commercial value. This data includes products donated through the Autodesk Community Relations Program. This data does not include the value of products granted to students and educators at no cost through the Autodesk Education Community and Autodesk Academic Resource Center (ARC). See page 21 for detail.
8. Due to a systems issue, data for this year are not available.
9. In fiscal year 2009, Autodesk contributed $25,000 to the North Bay Transportation Alliance in support of the SMART train issue that appeared as Measure Q on the 2008 general election ballot in California. The measure passed and is leading to the development of a light-rail transportation alternative to driving.

Autodesk mission:

Help people imagine, design, and create a better world.

Strategy for a better world

By 2050, the world's population is predicted to reach 9 billion, growing rapidly from about 7 billion today. For a planet already pushing its limits, the implications are staggering. This growth will intensify the complexity and urgency of the epic global challenges we face—ranging from hyper-urbanization and inadequate healthcare to energy demands, climate change, and access to food and water—making it increasingly difficult for 9 billion people to live well and to live within the limits of the planet.

At Autodesk, we are humbled by these daunting challenges. We are also optimistic about the role our company can play to help people imagine, design, and create a better world in which all 9 billion people can thrive.

We are focused on four strategic priorities where we can have the most transformative impact and help create a sustainable future for all: developing innovative sustainability solutions, empowering users through sustainable design education, accelerating breakthrough ideas, and leading by example in our business operations.

Provide the best sustainability solutions

Autodesk's biggest opportunity to improve sustainability is through products and services that make sustainable design easy, insightful, and cost-effective. We provide tools to more than 12 million architects, designers, and engineers who plan cities, design buildings, supply people with energy and water, make consumer products, and develop manufacturing processes.

Across our portfolio of more than 80 products and consulting services for the building, infrastructure, and manufacturing sectors, we continue to integrate analytical capabilities, robust data sets, and design principles that help our users achieve higher-quality, and more sustainable, project outcomes. Our customers use these offerings to capitalize on the vast and growing opportunities presented by the market transformation toward more sustainable design.

- **Hyper-urbanization:** Within 35 years, 2 billion more people will be living in the urban areas of today's developing countries.[1]
- **Healthcare:** By 2050, 22 percent of the world's population will be 60 or older (vs. 11 percent in 2000),[2] and the average life expectancy at birth will rise from 67 to 76.[3]
- **Energy:** Global energy demand will increase by up to 50 percent by 2035.[4]
- **Climate change:** To adequately decrease our reliance on fossil fuels, we would need to invest $700 billion annually in the global building, industry, and transport sectors.[5]
- **Food:** Humanity's caloric needs will soar 50 percent by 2050.[6]
- **Water:** By the middle of the century, we will face a water supply-demand gap of up to 40 percent.[7]

1. UN Population Division, 2007 Revision
2. http://www.who.int/ageing/en/
3. UN Population Division, 2007 Revision
4. US Energy Administration, International Energy Outlook, 2010
5. WEF, 2013
6. FAO, "How to Feed the World in 2050," 2009
7. McKinsey, "Charting our Water Future," 2009

Educate and empower our users

Skilled practitioners of sustainable design and engineering are in short supply, yet we've never needed them more. We are committed to advancing the understanding and practice of sustainable design. We provide professionals, students, educators, and consumers the tools and resources they need to tackle pressing design challenges across industries, grounded with a clear understanding of how to keep environmental and human impacts in mind.

Since its launch in 2010, more than 1 million students and educators have been reached through the Autodesk Sustainability Workshop, which teaches the principles and practice of sustainability in architecture and engineering. We also offer free and discounted software, sponsor sustainable design competitions, and collaborate with leading academic institutions and organizations to foster sustainability education.

"At Autodesk, we're committed to creating a better world. As we help shape the future of design, we by extension also help our customers shape the futures of their respective industries."

—Jon Pittman

Vice President of Corporate Strategy, Autodesk

Accelerate breakthrough ideas

We use our knowledge, skills, solutions, and financial resources to empower the people, organizations, and new businesses whose design solutions will shape a more sustainable future. A key focus is helping to bring their innovations to scale.

The Autodesk Clean Tech Partner Program supports the environmental advancements of clean technology pioneers. Through this program, we have supported thousands of companies in 27 countries, providing them with Autodesk software to further their groundbreaking ideas. In 2013, we established an Autodesk Foundation, which will support individuals and nonprofit organizations who are designing scalable high-impact solutions to social and environmental challenges.

Lead by example

We continually enhance our business to accelerate best practices in sustainable operations and to enable our employees to maximize their own positive impact. Using our own sustainability solutions and those of our customers, we treat our business operations as a living lab for experimentation and improvement. To demonstrate progress and inspire broader adoption of best practices, we measure and report our performance.

Our employees are essential to these efforts. We foster a culture of ethical behavior and respect, and demand the highest integrity in our interactions with each other, our customers, and our suppliers and business partners. We respect and promote human rights across our value chain, and recently published our Human Rights Policy describing our commitments in this area.

Materiality assessment

For many years, Autodesk has focused on issues where we can have the greatest impact – developing technology that enables sustainable design, driving adoption of sustainable design practices, and reducing our environmental impacts. As the world rapidly changes, we recognize the importance of periodically revisiting our assumptions. This year we worked with consulting firm BSR to conduct a materiality assessment to ensure that we're focusing our efforts on the issues where we can make the most significant contributions.

We engaged executives and content experts from across the company's business groups, functions, and regions to provide insights about the importance of environmental and social issues to Autodesk's success as a company, while assessing the relevance of those issues to sustainable development. We also considered the level of influence that Autodesk has in each area and the trajectory of all of these factors between now and 2050. Through this process, we also looked for gaps or blind spots in our strategy and worked to identify emerging issues. This assessment complements other analyses conducted within the company, such as those related to Autodesk's product strategies and market sizing.

The following graphic summarizes results of the assessment for 2013. Hover over any issue to see a brief description. "Internal" issues are those that are relevant to Autodesk's internal operations and supply chain. "External" issues relate to Autodesk's product risks and opportunities or to external-facing communications, education, advocacy, or philanthropy.

Importance to Autodesk's business success

Hover over any issue to see a brief description.

Importance to sustainable development

	Low		Medium		High	
	Internal	External	Internal	External	Internal	External
High			■ Energy efficiency and management ■ Climate change and GHG emissions	■ Climate change and GHG emissions		■ Energy efficiency and management
Medium	■ Biodiversity impacts ■ Child and forced labor ■ Freedom of expression ■ Goods and services procurement ■ Labor standards and practices ■ Local community impacts ■ Non-GHG air emissions ■ Physical product sustainability ■ Renewable energy sources ■ Supplier engagement	■ Ability to meet basic needs ■ Biodiversity impacts ■ Global health ■ Non-GHG air emissions	■ Board structure and independence ■ Ethical business behavior ■ Executive compensation ■ Natural disaster risks ■ Responsible market development ■ Transparency ■ Transportation and fuel ■ Waste management ■ Water management	■ Access to technology ■ Local community impacts ■ Materials reduction ■ Materials selection ■ Natural disaster risks ■ Renewable energy sources ■ Transportation and fuel ■ Waste management ■ Water management	■ Data privacy and security ■ Diversity and equal opportunity ■ Piracy and theft of IP ■ Training and development	■ Design best practices ■ Design education ■ Design "next" practices
Low	■ Chemicals and hazardous materials management ■ Climate resilience and adaptation ■ Occupational health and safety	■ Climate resilience and adaptation ■ Occupational health and safety ■ Representation in the media ■ Responsible biological design ■ Responsible infrastructure ■ Responsible manufacturing	■ Lobbying and political contributions ■ Regulatory risk		■ Compensation and benefits ■ Recruiting and retention	

■ Products and solutions ■ Carbon footprint ■ Other impacts from operations ■ Ethics and compliance ■ Employees ■ Suppliers and business partners ■ Community support

Key themes from the analysis included the following:

- **Climate and energy:** climate change and energy efficiency are priorities, especially how we can help customers address energy concerns and achieve cost savings using Autodesk design solutions. Learn more.
- **Water management:** as the climate changes and population increases, water flows will become more variable and the resource more precious. Our power and industrial customers represent the industries with the highest level of water withdrawal, and are seeking ways to mitigate these risks. Learn more.
- **Materials reduction and selection:** many of our customers work in resource-intensive industries, from the manufacture of automobiles to the construction of bridges. They are working to use materials more efficiently, and to use materials with lower environmental impact. Learn more.
- **Next-generation design:** Autodesk can impact sustainable design and generate business value by advocating for design education and practices that encourage next-generation designs and result in a competitive advantage for our customers. Learn more.
- **Diversity:** creating and developing a diverse workforce is a key priority as we seek to attract talent and grow in the emerging and consumer markets. A diverse workforce helps us to better understand local business and sustainability issues, trends, and stakeholder values and expectations. Learn more.
- **Ethics and governance:** we will continue to focus on key ethics and governance issues that impact Autodesk and sustainable development, particularly data security, privacy, piracy, and intellectual property theft. Learn more.
- **Human rights:** although human rights and supply chain-related issues are generally low in relative importance for Autodesk given our business model, technology innovations including cloud computing are increasing the relevance of issues such as privacy and freedom of expression across the industry. Customer use of products is another issue for future consideration. Learn more.

In our assessment of the trajectory of these issues during the coming decades, we concluded that nearly all will increase in relevance. Our analysis showed that among the issues with the most potential to increase in both their importance to our business and to sustainable development in general are responsible infrastructure and manufacturing, climate resilience and adaptation, and global health.

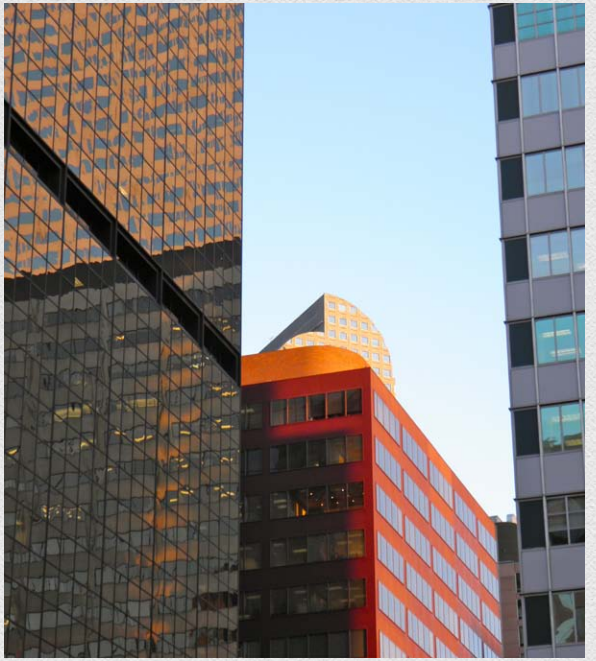
These findings will inform our strategic planning moving forward. They also provide a platform for further engagement with external stakeholders and with executives and employees throughout the company.

Sustainability governance and management

Our sustainability governance model ensures strong collaboration and clear accountability across Autodesk. Our CEO Carl Bass and his executive team have ultimate accountability for sustainability at the company, and for integrating sustainability into the company's overall strategic planning process.

Our Sustainability Solutions Team, which reports to our senior vice president of industry strategy and marketing, manages our cross-company efforts to offer exceptional products and services that enable sustainability. It drives industry strategy, influences product roadmaps, and prototypes new solutions in conjunction with product developers, major customers, and research labs.

Autodesk's Corporate Sustainability Team reports to the company's chief marketing officer. The team works with groups across the company to develop and implement Autodesk's corporate sustainability strategy and programs, including sustainable design education, the Clean Tech Partner Program, sustainable business and operations, and philanthropy.



Our Business Integration and Sustainability Initiatives Team, which reports to our vice president of corporate real estate, facilities, travel, and safety and security, sets and implements strategies to improve the environmental performance of our facilities, including acting as test customers for our products and services. See page 17 for more about Autodesk as a living lab.

Our Environmental Core Team serves as an advisory board and provides executive input and guidance to the company's sustainable business efforts related to its operations (see page 30 for more detail).

The Autodesk Foundation, established in 2013 to support those who are designing scalable high-impact solutions to social and environmental challenges, will have a board of directors accountable for the foundation's high-level strategy and operations.

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

Stakeholder engagement

Autodesk has a wide range of stakeholders, listed in the table at right. To determine the most appropriate organizations to engage with, we consider their relevance to our business, the investment of time and resources required, and, when relevant, their influence and expertise in sustainability.

This table describes selected engagements related to aspects of sustainability during 2012.

Stakeholder group	Example of engagement
Customers and prospective customers	Each year, Autodesk participates in industry tradeshows worldwide and hosts several conferences that attract tens of thousands of attendees. We frequently highlight information related to our sustainability solutions, as well as the sustainability features of those events and related outcomes.
Software developers	To advance our sustainability solutions, we work with members of the Autodesk Developer Network to extend existing Autodesk products to support particular regional standards or workflows.
Employees and prospective employees	We conduct an annual employee survey to gather feedback in areas such as employee engagement, manager effectiveness, leadership and vision, and more. See page 36.
Government/policy makers	We engaged with government officials, nonprofit organizations, think tanks, and other entities during fiscal year 2013 to advance sustainability principles. See page 22.
Investors	We provide investors information about our GHG emissions performance through CDP. In 2012, Autodesk was the only IT company on the performance and leadership Indexes. See page 46.
Vendors	At Autodesk University 2012, we collaborated with other major customers to convene a group of sustainability executives from the major Las Vegas resorts and expo companies to discuss challenges and solutions related to sustainability at major events in the city. See page 28.
Industry associations	We work with industry associations such as the American Society for Mechanical Engineering, Building Owners and Managers Association International, Commercial and Real Estate Development Association, EPA Green Power Partnership Program, Global Business Travel Association, National Additive Manufacturing Innovation Institute, Green Meetings Industry Council, and others.
Local communities	Autodesk has a long history of providing communities support in response to local needs in the arts, education, the environment, and health and human services. See page 43.
Students	Since its launch in 2010, more than 1 million students and educators have been reached via the Autodesk Sustainability Workshop. See page 19.
The press	We communicate to the press about our sustainability programs and performance through events and media outreach, as well as regular press and analyst briefings.
Resellers and distributors	Our recently launched Partner Code of Conduct outlines the standards and practices that we expect our resellers and distributors to follow while conducting business with or on behalf of Autodesk. See page 41.

Products and solutions

We're creating the world's best design tools to make sustainability easy, insightful, and cost-effective. Today, we stand behind a global community of architects, designers, engineers, and consumers, providing them with solutions that augment their creativity and enhance their efforts to use the planet's resources more wisely.

Customers

Millions of people worldwide use Autodesk products. Professionals use our solutions to plan cities, design buildings and products, supply people with energy and water, develop manufacturing processes, and more. These same professionals, along with makers, artists, and even children, use our consumer products to enrich learning and support their creative processes.

Professional customers

Our more than 12 million professional customers represent a wide variety of industries:

- **Architecture, engineering, and construction:** design, architecture, engineering, construction, fabrication, MEP engineering, and systems integration for buildings, utilities, and telecommunications
- **Engineering, natural resources, and infrastructure:** engineering service providers, metals, mining, oil, gas, public and private transportation, land development, water, and wastewater
- **Manufacturing:** consumer products, automotive and aerospace, industrial machinery, building products, and fabricators
- **Media and entertainment:** film, television, games, and advertising

We're using advanced technologies to meet the needs of an increasingly mobile customer base. For example, Autodesk® AutoCAD® WS cloud-based service gives customers the ability to access and edit design files from any computer, or to use a mobile app to edit and share designs from a smartphone or tablet. Easy electronic access to designs also helps customers avoid the waste of printed copies.

In addition, Autodesk® Sim 360™ software enables users to simulate many different design configurations in parallel by using the power of cloud computing. Sim 360 provides powerful, easy-to-use analysis tools at a fraction of the cost of traditional simulation software. And Autodesk® FormIt™ mobile app is helping to revolutionize the way architects sketch their initial concepts, providing them with the ability to model designs in 3D on a tablet and transfer them to Autodesk® Revit® using Autodesk 360.

We offer products through suites, term licenses, and subscription services. Customers can receive free support by phone and online, or they can pay for more extensive consulting services. Our Industry Strategy and Marketing and Sales divisions have accountability for customer research, feedback, and relationship management.

"Our customers are working on innovations that will help solve the global challenges we face. From governments to private industry, they are demanding solutions that make sustainable design decisions easier and more cost-effective so they can deliver designs that provide both environmental benefits and financial payback."

—Chris Bradshaw
Chief Marketing Officer, Autodesk

An increasing number of customers request information about our sustainability solutions and services (this page, right). Some also show interest in our efforts to improve the environmental performance of our own operations, especially if we have done so using Autodesk technology. We provide this information through various channels, including customer briefings, Autodesk University, focus groups, documents such as this report, and responses to requests for proposal (RFPs). We anticipate that the number and extent of these requests will continue to grow.

Consumers

Supported by mobile technologies and cloud computing, we are also growing our nonprofessional user base. Individuals worldwide use our consumer tools and communities to get inspired, and make and share their projects. Artists produce amazing sketches, photos, and videos with Autodesk® SketchBook® software, Pixlr® photo editing technology, and Socialcam video application; makers and tinkers design and share their finished projects with Autodesk® 123D® products and the Instructables® community; home enthusiasts discover, experiment, and make product and design decisions with Homestyler; and children learn about physics with the Autodesk® TinkerBox™ game. Since we formed the Autodesk Consumer Group in November 2010, we have grown our user base to more than 115 million consumers. Over the coming year, we intend to double our total user base and increase our monthly active user base from 50 to 75 million.

As our nonprofessional user base expands, we're excited to see how people are unlocking their creativity with Autodesk solutions to help create a better world. For instance, customers are devising ways to use Autodesk 123D® Catch software to model and make prosthetic limbs. And Instructables—an online community where people share innovative projects and ideas—released an e-book with information and step-by-step instructions to help people prepare for natural disasters.

Sustainability solutions

The biggest opportunity for Autodesk in sustainability is through our products and services, which millions of designers and engineers use worldwide. Sustainable design strategies are quickly becoming standard expectations for many of our customers, alongside traditional considerations such as quality and cost. To capitalize on this market transformation, Autodesk delivers a variety of sustainability solutions that make environmentally-sound decision making easy, insightful, and cost-effective. Our solutions combine design and lifecycle management software workflows with consulting services delivered through Autodesk Consulting and our partners.

With these solutions, Autodesk is helping to make our customers more competitive. Our products enable informed decisions throughout an asset's lifecycle, empower more people and organizations to incorporate environmental considerations without investing in expensive subject matter experts, and optimize the energy and water footprint of their products, assets, and processes.

Our Sustainability Solutions Team is responsible for industry strategy, prototyping, and go-to-market activities in this area for Autodesk's professional customer base. This team works closely with experts from product management, industry management, user experience, and sales to meet growing customer demands for tools that aid in sustainable design.

Autodesk sustainability solutions cover three major economic sectors with the largest environmental impact: buildings, infrastructure, and manufacturing.

Sustainable building solutions

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

Autodesk's sustainable building solutions help customers optimize sustainability parameters through all stages of an asset's lifecycle (see table below).

Watch how Autodesk solutions can help design professionals see buildings inside and out, helping them make critical decisions before construction even begins.

Complex designs **in record time**

When planning the National Aeronautics and Space Administration (NASA) Ames Research Center, William McDonough + Partners (design architect) and AECOM (architect of record) turned to Autodesk's building energy efficiency and renewables solution to facilitate quick, accurate decisions for a complex project with a tight timeline and ambitious sustainability goals. The result is a resource-efficient building that surpasses LEED Platinum certification standards and takes full advantage of daylighting to reduce energy needs. Using virtual design tools, the project team finished drawings and designs much sooner than expected for a project of this size and complexity.

Find out how using the right tools and techniques can lower the intimidation factor of green building design: "Creating Sustainable Buildings Is Like Making a Soufflé."

Sustainable building solutions: Throughout the asset lifecycle, Autodesk solutions help make sustainable design easy and cost-effective. Click on the white text in the chart below to learn more.

	Conceptual design and planning	Simulation and analysis	Construction or fabrication	Management and upgrade
Data centers **Government facilities** **Hospitals** **Hotels** **Industrial plants** **Offices** **Retail spaces**	Reality capture Conceptual modeling	Conceptual energy analysis Whole building energy analysis Potential energy savings analysis Advanced simulation	Building products and materials Project management Fabrication Visualization	Rapid energy modeling for existing buildings Utility bill comparison Project management

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

Quick modeling **leads to high returns**

4Site Engineers designed an 85,000-square-foot, LEED-certified commercial development project in Madison, Alabama. They selected Autodesk sustainability solutions for their ability to quickly model and analyze stormwater systems containing a variety of elements, including rain gardens, green roofs, retention ponds, and wetlands. 4Site was able to iterate their way toward more sustainable outcomes, helping to provide a higher return on investment for their clients.

Sustainable infrastructure solutions

Unprecedented urbanization requires a disciplined focus on developing sustainable cities with infrastructure that can support the anticipated influx of people over the next several decades. Because urban planning is complex, involving multiple stakeholders and data sets, planners and civil engineers need better data and tools to understand the impact of their designs so they can make the best possible decisions.

Autodesk sustainable infrastructure solutions use Building Information Modeling (BIM) to enhance the work of master planners, civil engineers, contractors, and owners. Using intelligent 3D models, these professionals can gain the insight they need to:

- Reduce transportation congestion
- Manage water distribution, treatment, and flooding
- Increase electrical grid efficiency and renewable energy generation
- Protect sensitive habitats and landscapes

See a run-down urban space come to life with Autodesk® Infrastructure Solutions.

"Sustainability is an increasingly central objective of design. Soon it will no longer be optional, but rather required in normal practice. Our tools support sustainable design solutions through the modeling, analysis, simulation, and iteration necessary to accurately predict the behavior of a project before it is built."

—Phil Bernstein

Vice President of Strategy Industry Relations, Autodesk

Learn how Autodesk® BIM solutions can help designers, planners, and engineers address water and wastewater infrastructure challenges.

Find out how technology can help us design cities of the future: "The Noble Savage Turns Urbanite—Cities as a route to environmental and economic recovery."

Read about how we can reverse harmful trends threatening our water systems: "In Deep Water: How Today's Technology Can Localize and Restore Urban Water Infrastructure."

Sustainable infrastructure solutions: Throughout the asset lifecycle, Autodesk solutions help make sustainable design easy and cost-effective. Click on the white text in the chart below to learn more.

	Conceptual design and planning	Simulation and analysis	Construction or fabrication	Management and upgrade
Transportation **Urban planning** **Utilities/energy supply** **Water/wastewater**	Reality capture Planning and conceptual design Design evaluation	Design optimization Hydrologic analysis	Construction simulation Visualization	Project management Asset management

"The modeling, analysis, and simulations our solutions offer have great potential to increase the sustainability of our customers' designs. I'm thrilled that customers see the benefits and that demand for these solutions is growing."

—Andrew Anagnost

Senior Vice President, Industry Strategy and Marketing, Autodesk

Sustainable manufacturing solutions

Materials selection has a big influence on the environmental impact of a product across its lifecycle. Autodesk solutions help designers choose materials that minimize environmental impact while meeting technical and cost requirements.

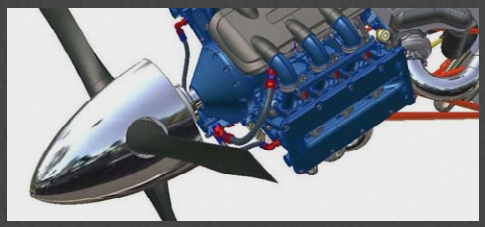
Digital simulation provides a clearer understanding of real-world functionality and helps facilitate more sustainable use of materials while satisfying performance requirements. Autodesk sustainable manufacturing solutions use Digital Prototyping to reduce the need for costly physical prototypes. This allows product designers, engineers, and manufacturers to create, validate, optimize, and communicate designs from the conceptual design phase through the manufacturing process. As a result, users can deliver greener, more innovative products to the market on a shorter timeline.

In addition, when planning for the production of more sustainable products, there is an opportunity to broaden the scope beyond the product itself to also consider the manufacturing facility—from site planning and building design to efficient operations and equipment. Autodesk sustainable manufacturing solutions include tools that increase energy efficiency by optimizing factory layouts to improve facility use and the materials flow.

Watch Autodesk solutions help a designer turn an inspiring idea into a new product—from concept through manufacturing.

Learn how thinking through a product's entire lifecycle helps companies compete: "The Role of Sustainable Product and Factory Design."

Small company, **big fuel savings**



Despite being a small company, ADEPT Airmotive (Pty) Ltd of South Africa produced a working prototype of their 320 horsepower general aviation engine faster than their larger competitors with the help of Autodesk sustainability solutions. Using Digital Prototyping, the company was able to create a compact, lightweight engine design that consumes roughly 30 percent less fuel than comparable horsepower engines.

Sustainable manufacturing solutions: Throughout the product and asset lifecycle, Autodesk solutions help make sustainable design easy and cost-effective. Click on the white text in the chart below to learn more.

	Conceptual design and planning	Simulation and analysis	Construction or fabrication	Management and upgrade
Aerospace manufacturers **Automotive manufacturers** **Consumer products** **Industrial machinery** **Petroleum/gas refineries**	Conceptual design Engineering	Design optimization Performance simulation Materials usage optimization	Visualization Facility layout and installation	Lifecycle management Factory maintenance Refinery leak detection and repair

San Francisco office **in Steuart Tower building**

Autodesk expanded its office facilities in San Francisco, California, United States, with the interior build-out of a 36,000-square-foot office space in Steuart Tower. In addition to achieving outstanding environmental performance, we also wanted the space to encourage employee collaboration and harmonize visually with our offices in the adjacent Landmark Tower.

For the project, Autodesk selected Gensler, a global architecture, design, and consulting firm with expertise in green design and Building Information Modeling (BIM). Since adopting BIM, Gensler has used it on more than 1,000 projects encompassing more than 100 million square feet. Gensler added Glumac, a firm that specializes in engineering green buildings, to the team as well.

Due to existing constraints within the building, the team had several challenges to overcome in pursuit of Autodesk's goals for the space. To overcome these and other obstacles, the team relied heavily on BIM. Autodesk Revit software helped the team simulate and compare different sustainable design scenarios early in the design process, enabling them to make more informed decisions before construction. Revit was also key to creating an energy-efficient space with line-of-sight views to the exterior. In addition, the team used Navisworks to coordinate architectural and mechanical models and Autodesk® 3ds Max® Design software to create photorealistic renderings of the tunnel that connects the two office spaces.

The new office has achieved LEED Platinum certification for Commercial Interiors, and Autodesk is applying many of the lessons it learned about sustainable design and workplace productivity to other new facilities. Learn more about the Steuart Tower project.

Services

Autodesk offers services that augment our sustainability solutions with domain expertise and business know-how.

- Autodesk Consulting provides best practices and top-level expertise to help customers fully adopt and integrate Autodesk technology for design innovation and business operational excellence.
- Our new Consulting System Integrator (CSI) Program provides executive-level consulting for major accounts through the combined capabilities of Autodesk and its CSI partners.

Explore our Industry Solutions website to learn more about how our customers are using Autodesk solutions to address challenges and opportunities in sustainable buildings, infrastructure, and manufacturing.

Autodesk as a living lab

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

- Explore and enhance sustainability functionality in our solutions
- Improve our own environmental performance
- Showcase how customers can use our solutions to meet their own needs in sustainability

Examples include our new office in the Steuart Tower Building (see box above), our facility in Farnborough, U.K. (watch video or read case study), and the interior design of a new Autodesk office in Milan, Italy. Our design partners in Italy, Goring and Straja Architects, used Autodesk® AutoCAD® and Autodesk 3ds Max Design software to create a space that is LEED certified to the Gold level for Commercial Interiors. Learn more.

"Autodesk solutions help us to enhance the sustainability of our operations. We use our own products to improve our environmental performance and provide feedback to the development teams for potential product enhancements."

—Joe Chen

Vice President of Corporate Real Estate, Facilities, and Travel Safety, Autodesk

Autodesk Clean Tech Partner Program

The Autodesk Clean Tech Partner Program, founded in 2009, supports the efforts and environmental advancements of clean technology pioneers. We provide participants with world-class software to design, visualize, and simulate their groundbreaking ideas through the creation of digital models and prototypes. Through this program, we have supported thousands of companies across 27 countries.

Clean tech companies in North America, Europe, Israel, Japan, and Singapore that can benefit from Autodesk solutions for Digital Prototyping are invited to apply to the program, which provides participants with up to US$150,000 worth of software for only US$50. With digital prototypes, clean tech innovators can explore and communicate ideas, test multiple concepts, and accelerate improvements, while reducing potentially costly errors. Participating companies include the following:

BioLite uses Autodesk software to design innovative, low-cost biomass stoves that convert heat from burning wood into electricity while reducing smoke emissions by 90 percent (see box below).

enbreezeGmbH uses Autodesk software to develop next-generation, small-scale wind turbines for residential markets, helping consumers achieve energy independence.

Freiezo uses Autodesk software to create high-performance, zero-landfill wind turbines from recyclable components.

BioLite stoves **improve public health**

Women using the BioLite HomeStove in pilot tests. Image courtesy of BioLite, Inc.

Roughly three billion people a day eat meals prepared over smoky, open fires. The smoke from those fires has disastrous health impacts, causing almost four million deaths per year. Some companies have tried to reduce harmful emissions by adding fans to their stoves. But since the fans require electricity from an outside source, their use is limited in rural areas of the developing world.

To address these challenges, BioLite developed the BioLite HomeStove. This device converts heat from burning wood into electricity, a portion of which powers an internal fan that creates airflow and dramatically improves combustion efficiency. Designed to support three or more hours of family cooking daily for up to five years, the HomeStove can generate enough electricity to charge a basic cell phone and LED light in addition to powering the stove's fan unit. The stove consumes 50 percent less wood than traditional cooking fires and reduces smoke emissions by 90 percent.

BioLite stoves are also ideal for emergency response. In the aftermath of Superstorm Sandy, BioLite set up impromptu stations around New York City, United States, and offered warm beverages and a place to charge mobile phones to residents without power.

Initially, BioLite created only physical prototypes, a process that is both time-consuming and expensive. Through the Autodesk Clean Tech Partner Program, BioLite acquired Autodesk® Simulation CFD software—a component of Autodesk® Sim 360™ cloud-based solution—and Autodesk 3ds Max Design visualization software at a very low cost. The BioLite team used Simulation CFD during the design interation process to digitally simulate heat transfer within the stove, saving time and money. BioLite used 3ds Max Design to create photorealistic digital prototypes, used to evaluate stove aesthetics. BioLite plans to use other Autodesk software in future design cycles.

BioLite is conducting global pilot programs before rolling out the HomeStove on a commercial basis.

BioLite charging stations help New York City residents after Hurricane Sandy. Image courtesy of BioLite, Inc.

"ElectronVault provides solutions that address the business and technical requirements of companies deploying energy storage. The software we receive from the Autodesk Clean Tech Partner Program significantly streamlines our processes, accelerates our project timelines, and helps us respond to requests much faster than before. It's incredible."

—Rob Ferber

Chief Executive Officer and Co-Founder, ElectronVault

ElectronVault uses Autodesk software to develop more sustainable battery systems that are recyclable and have twice the lifespan of other systems.

Hydrospin uses Autodesk software to design micro generators to power devices within water distribution networks, helping to prevent water waste by detecting leaks.

Seabell International uses Autodesk software to design and manufacture micro hydrokinetic renewable power generation systems for small grid networks.

Additional support to advance clean tech

Beyond the opportunities we provide participants in the Clean Tech Partner Program, we also work with leading clean tech investors, governments, and others to advocate for and promote the industry. For instance, we collaborate with the Singapore Economic Development Board to accelerate clean technology development in that country, and we partner with Breakthrough Capitalism Forum to provide exposure for clean tech innovators and help them engage with investors and sustainability thought leaders. We also provide software and other support for industry competitions, including Cleantech Open's annual business competition and Imagine H2O's global consumer water competition.

See an expanded list of the organizations we collaborate with to advance the clean tech industry on page 46.

Learn more about the Autodesk Clean Tech Partner Program.

Sustainable design education

According to a 2012 American Institute of Architects survey, while sustainable architecture is in demand, 56 percent of architecture firms have difficulty finding employees with adequate green skills.[1] In a 2011 survey of American Society of Mechanical Engineers professional and student members, less than 30 percent of students said that sustainability is included in the standard curriculum at their university.[2] For design and engineering students to meet the growing demand in their fields for sustainable design qualifications, they must be better prepared.

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

"Education is a cornerstone to ensuring the success of sustainable design. Autodesk believes that the education of young people is essential to developing skilled leaders and capable workforces up to the task of creating a better world. Autodesk Education supports this belief with free software and resources for students and educators."

—Tom Joseph

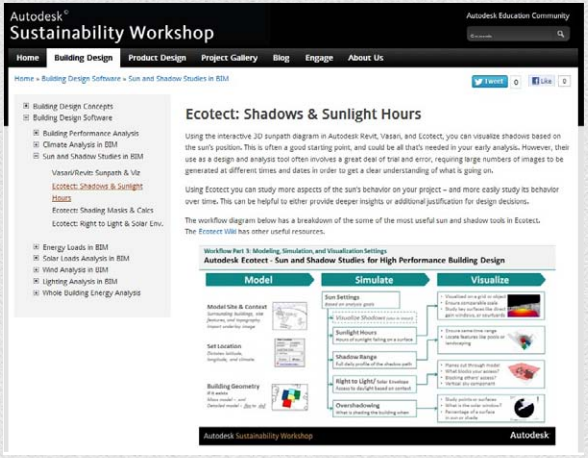
Senior Director, Autodesk Education

Online learning and certification

Autodesk Sustainability Workshop is a free online resource that teaches the principles and practice of sustainability in engineering, architecture, and design. Using short, engaging videos as well as case studies and tutorials, the Sustainability Workshop illustrates how students can put complex concepts into practice with Digital Prototyping and Building Information Modeling (BIM). Since its launch

1. See http://archrecord.construction.com/news/2012/09/120925-Survey-Predicts-Architecture-Shortage-by-2014.asp.
2. Based on an annual survey conducted by the American Society of Mechanical Engineers and Autodesk, Inc., about sustainable design trends in mechanical engineering and manufacturing. For details about the methodology and an overview of 2008–2011 results, visit http://images.autodesk.com/adsk/files/asme_autodesk_survey_results_final.pdf.

in 2010, more than 1 million students and educators have been reached via the Sustainability Workshop. Academic institutions worldwide, such as Hongik University in South Korea, University of Calgary in Canada, and University of California, Berkeley, in the United States, have integrated the materials into their classes. Students have incorporated our strategies into hundreds of projects. Their innovations include new models for net-zero energy buildings and designs for greener consumer products, such as cell phones, laptop computers, cars, and appliances. This initiative earned Autodesk the #6 spot on Fast Company's 2011 list of "The 10 Most Innovative Companies in Education."



Autodesk is launching a first-of-its-kind Building Performance Analysis Certificate (BPAC) Program. BPAC takes students through a series of online tests and software exercises that teach building science fundamentals using Autodesk building performance analysis tools. In 2012 and early 2013, we conducted three pilots with nearly 800 participants (about half of whom completed the program). Participating schools include University of Oregon and University of Southern California in the United States and Taylor's University in Malaysia. The program will officially launch in late 2014.

The Autodesk BIM Workshop helps students in the architecture, civil and structural engineering, and construction management fields learn sustainable BIM design practices along with integrated project delivery concepts. The interactive site offers extensive learning materials, videos, and exercises, as well as comprehensive teaching tools that focus on sustainable and conceptual design. Since launching in 2011, the site has had more than 350,000 visitors. Several of the curricula packages are translated into Chinese, French, Portuguese, and Spanish.

Free software

Through the Autodesk Education Community, students and educators can access more than 40 titles of Autodesk professional-grade software for free, including many that feature functionality specifically designed to help students better assess the environmental impact of their designs.[1] Learn more about how we're expanding access to technology on page 21.

Partners and sponsorship

We fuel students' passions outside the classroom as well by sponsoring sustainable design competitions. In 2012 Autodesk co-sponsored the Design for (Your) Product Lifetime Student Challenge, which resulted in more than 200 design submissions for greener electronics, household appliances, and medical equipment. Seven outstanding designs were selected as winners. Here are a few of the design submissions received:

Cardboard wi-fi router

Ehsan Noursalehi, a student designer from the University of Illinois in the United States, used Autodesk® Inventor® Fusion software to design a wireless router with housing made from recycled cardboard, which doubles as the product packaging to reduce waste. In the early stages of his design, the Inventor Fusion 3D modeling tool allowed him to quickly and easily experiment with different design concepts before moving to physical cardboard prototypes. Ehsan was able to cut down on the time it took to build his prototypes and minimize the material waste by finalizing his design first in Inventor Fusion.

Microwave 2.0

Marshall Jamshidi, a student designer from Savannah College of Art and Design in Connecticut, United States, used Autodesk SketchBook to design a microwave that

1. Free products are subject to the terms and conditions of the end-user license and services agreement that accompanies the software. The software is for educational purposes only and is not intended for commercial use.

is easy to clean, repair, and upgrade—all in an effort to keep people from throwing ovens away prematurely. SketchBook, an easy-to-use drawing app, helped Marshall create his storyboard concepts early in the design process. He then easily converted those early sketches into the final storyboards, clearly showing the benefits of the design and how it works from a user's standpoint.

Smarter phone
Bernat Lozano and Rocío García, two student designers from Elisava Escola Superior de Disseny de Barcelona in Spain, used AutoCAD to design a smartphone concept that features a unique mechanism for opening the phone. This makes it easier to both repair and upgrade, extending its usable life. AutoCAD enabled the team to design, draft, and model the smartphone with a high level of detail and precision from the very first concept to the design of specific parts. They found that AutoCAD made it easy for them to design and realistically represent every small detail, including the thickness and shape of the structure, modular components, and cover.

Autodesk also works closely with industry-leading organizations in sustainability education to extend our reach to students and educators. Partners include American Institute of Architecture Students (AIAS), American Society for Engineering Education, Archi-World®, the Association of Collegiate Schools of Architecture, the Industrial Designers Society of America, and the U.S. Department of Energy Solar Decathlon. Through these collaborations we support student project teams using Autodesk software and help students understand how to integrate sustainable design strategies into their work. We've led numerous workshops, webcasts, and conference sessions highlighting the importance of sustainability in engineering education.

Access to technology

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

"Creating a sustainable future requires better design decisions. We aim to democratize analysis and optimization software, making complex choices easy for anyone who wants to help design a better world."

—Brian Mathews
Vice President of Information Modeling and Platform Products, Autodesk

Free and discounted software

To extend the reach of our products, we offer free and discounted versions of Autodesk software to a variety of individuals and organizations.

Early adopters—Autodesk Labs gives the public free, early access to prototypes, technology previews, and experimental web services. People can access this professional-grade software in preview mode, trying out new features and workflows while providing constructive feedback to Autodesk.

Students—Autodesk Education has provided free access to Autodesk software to more than 66 million students and educators through a number of programs.

- Through the Autodesk Education Community, students and educators can access more than 40 titles of Autodesk professional-grade software at no charge. Since the Community's inception in 2006, close to 6.5 million students and educators have registered. Students have downloaded more than 10 million licenses of Autodesk software, including 4.5 million in the last 12 months.
- Through Autodesk Academic Resource Center (ARC), schools gain access to free Autodesk software for their classrooms and labs. The program is currently available in China, India, Indonesia, Kazakhstan, Russia, Taiwan, Ukraine, and Vietnam. We plan to expand the program to all emerging-market countries during 2014.

The value of the software we donated through these programs is in the billions of dollars for fiscal year 2013.

Educational organizations—We partner with education-focused organizations to provide them access to Autodesk technology. These include FIRST® Robotics, Formula Student, Intel® Computer Clubhouse, PACE, Project Lead the Way, VEX® Robotics, and WorldSkills.

Clean tech innovators—The Autodesk Clean Tech Partner Program supports the innovative efforts of companies addressing energy and other environmental challenges by enabling them to purchase software at a dramatically reduced price. We also work with leading clean tech investors, governments, and others to promote the industry. See more detail on page 18.

Consumers—More than 115 million consumers use Autodesk tools. We offer products such as SketchBook, Pixlr, Socialcam, 123D, TinkerBox, and Autodesk® Homestyler® online software for free or at a low price point to help people bring their ideas to life.

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

Employees—In late 2012, Autodesk began granting employees access to most Autodesk products free of charge. This provides employees—regardless of their function—a chance to use a variety of Autodesk software for themselves and gain a better understanding of how we help our customers imagine, design, and create a better world.

Community organizations—In fiscal year 2013, we donated software worth nearly $2.6 million to community efforts, including multiple projects for Habitat for Humanity, rebuilding in the wake of disasters, humanitarian projects, set design for theaters, and as prizes for student design competitions. Architecture for Humanity was one of our software donation recipients, receiving $750,000 worth of software to assist rebuilding efforts in areas affected by natural disasters.

Information sharing

We also strive to facilitate knowledge sharing and expand access to information. For instance, Instructables is an online community where creative people share innovative projects and ideas, some of it sustainability-related. Our employees have joined in, creating Instructables for everything from how to create parabolic solar hot-water heaters to the best way to design a garden based on how plants will be affected by shadows that the surrounding buildings and trees cast.

We also offer a free online resource that teaches the principles and practice of sustainability in engineering, architecture, and design. Autodesk Sustainability Workshop uses short, engaging videos as well as case studies and tutorials to illustrate how students and others can easily put complex concepts into practice with Digital Prototyping and Building Information Modeling. Learn more on page 19.

Accessibility

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

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

"Policymakers are quick to recognize that BIM tools and model-based design will enhance sustainability in building and infrastructure projects."

—David Crane

Vice President of Government Affairs and Senior Corporate Counsel, Autodesk

Public policy

At Autodesk, we participate in the public policy debate to advance innovation, sustainability, and economic growth. Our Government Affairs Team and other key company representatives engaged with government officials, nonprofit organizations, think tanks, and other entities during fiscal year 2013 to advance sustainability principles, especially with regard to building and infrastructure development, and to support policies that help reduce energy consumption and greenhouse gas (GHG) emissions. To this end, Autodesk has recently:

- Supported language in major U.S. transportation legislation to encourage the use of 3D modeling design software that can reduce waste and GHG emissions during road and transit construction
- Met with and advised public officials in Asia, Europe, Latin America, and the United States about the environmental and economic benefits gained through the use of Digital Prototyping and Building Information Modeling (BIM) software for infrastructure design and construction

- Worked in the European Union to accelerate the deployment of BIM tools and processes to help achieve energy efficiency and GHG emissions reduction goals
- Hosted delegations of foreign officials in the United States for briefings about the implementation of Digital Prototyping and BIM software by commercial and public sector entities
- Worked with industry organizations to drive the scope and direction of programs and standards for carbon accounting and disclosure of information technology energy use
- Briefed Information Technology and Innovation Foundation delegations on the latest developments in energy analysis technologies for buildings
- Worked with the World Resources Institute and Rocky Mountain Institute to provide government officials with expert data and analysis regarding energy efficiency technology for buildings and related policy alternatives

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not make contributions to U.S. elections in fiscal year 2013. See historical data on page 6.

Carbon footprint

As we empower our customers to create a more sustainable world we are also applying the same standards of sustainability to our own operations. We implement best practices to measure and reduce Autodesk's carbon footprint, focusing on our areas of greatest impact. Over the past five years, we have dramatically improved our management systems and become more carbon-efficient.

Autodesk increased revenue 4 percent in fiscal year 2013 compared with fiscal year 2012, while reducing absolute greenhouse gas (GHG) emissions by 8 percent during that period. Our footprint is 34 percent smaller in absolute terms than the base year, fiscal year 2009.

During fiscal year 2013, Autodesk's CO_2e emissions decreased by 3 percent per employee and 8 percent per square foot of real estate, compared with the prior year.

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

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

In addition to working to reduce our own carbon footprint, we also help our customers and their customers decrease GHG emissions through the use of our products. See page 13 for detail.

Scope of footprint

Autodesk follows the Greenhouse Gas Protocol for carbon measurement and reporting. We've earned recognition by CDP and several socially responsible investment indexes for our processes.

As part of our commitment to model sustainability best practices, Autodesk includes a broad range of business activities in our footprint measurement, including Scope 3 emissions. While we don't have direct control over these emissions, they would not exist without our business activities or purchases. By including them, we can better understand how our business affects our vendors' carbon footprints and how we can use our influence to reduce their impact on the environment. See page 25 for a breakdown of emissions that aligns with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Autodesk reports emissions from the electricity it purchases as Scope 2. For leasing situations in which the landlord purchases the electricity we use, Autodesk lacks operational control and so we include these emissions as Scope 3.

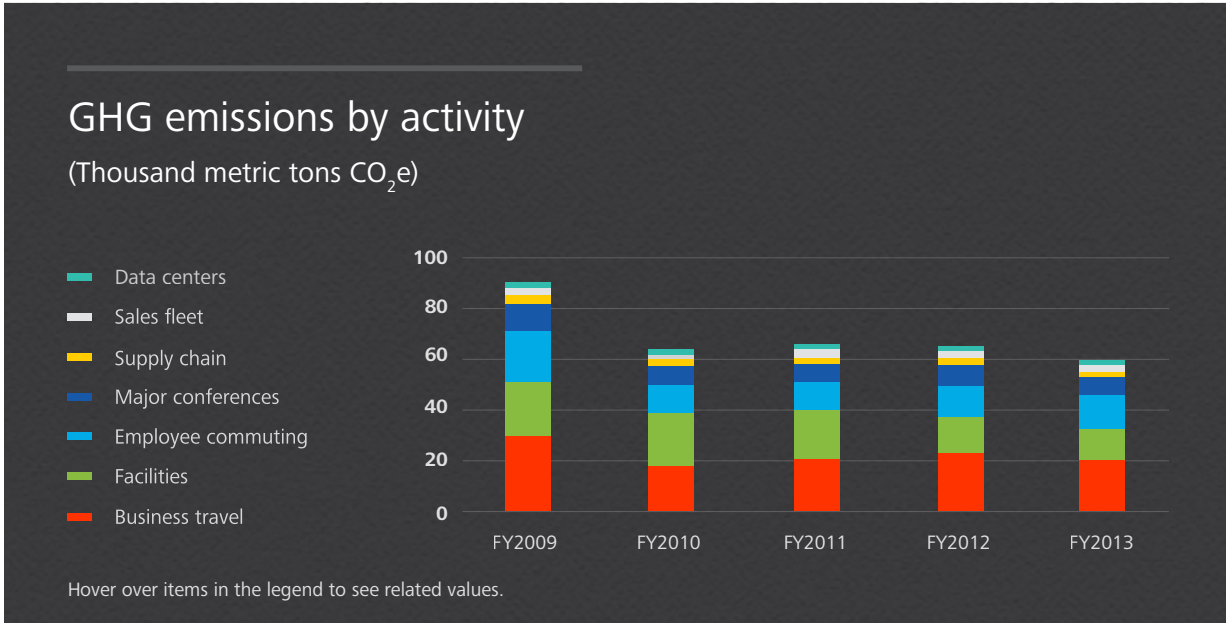
Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 GHG emissions inventory and provided methodological assurance for the complete inventory for fiscal year 2013.

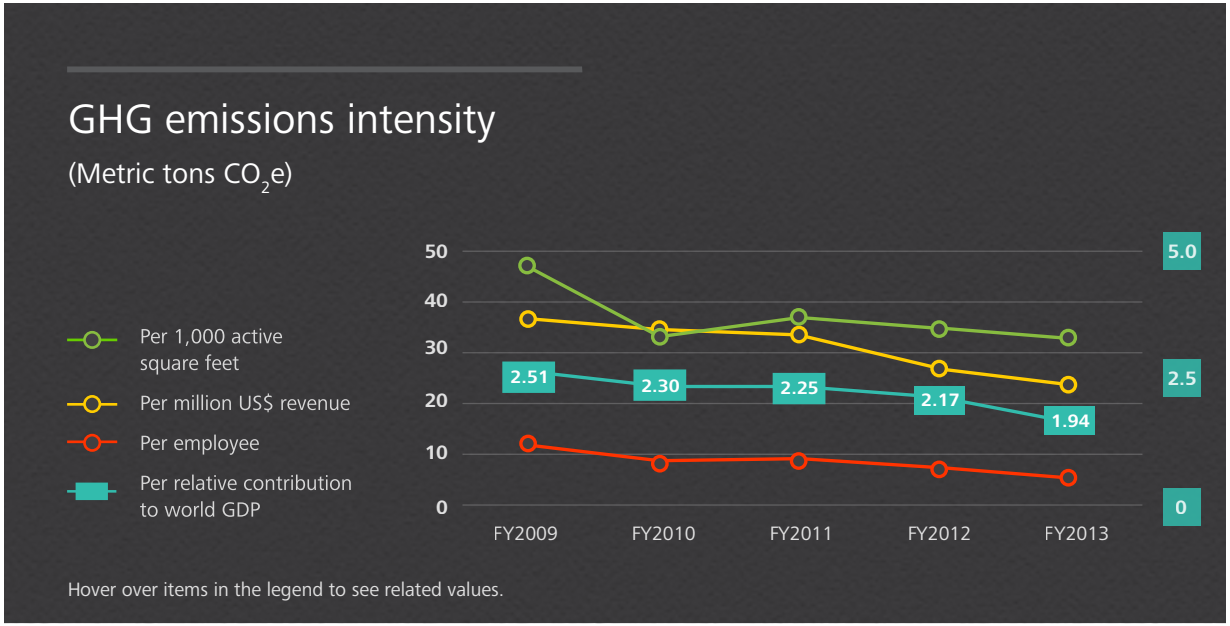
Setting a GHG emissions reduction target using C-FACT

In 2010, Autodesk devised a unique approach to developing targets to reduce GHG emissions. Our Corporate-Finance Approach to Climate-Stabilizing Targets (C-FACT) methodology calls for companies to reduce GHG emissions in line with global scientific and policy climate stabilization targets, and in proportion to companies' relative contribution to the economy as measured by share of gross domestic product. We are committed to following this approach through 2020. Each year, Autodesk will publish the annual target we derive from this methodology and our performance against the target from the prior year.

In fiscal year 2013, we achieved a 34 percent reduction in absolute emissions compared with our fiscal year 2009 baseline. This exceeds the target of a 19.3 percent reduction we established using our C-FACT methodology. Our fiscal year 2014 target is a 23.4 percent absolute reduction from our baseline. We will continue to pursue reduction initiatives to achieve future targets.

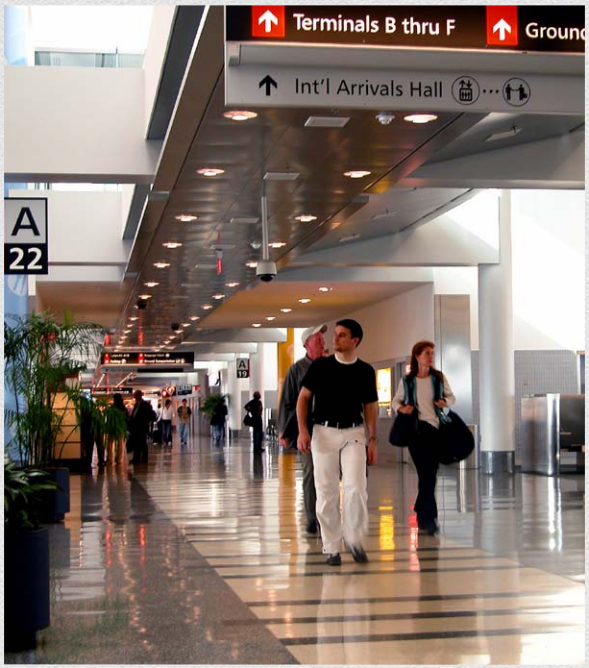
If all companies were to adopt this approach and meet their corresponding targets, private-sector emissions would be on track to help stabilize the climate by 2050. Autodesk has made this methodology open source so that other companies can use it. Information technology company EMC recently adopted the C-FACT approach, customizing it as necessary, to set its own GHG emissions reduction target. Learn more about C-FACT.





Employee travel and meetings

Since Autodesk is a global company, employee travel is vital to our business. Our most common purposes for business travel are meetings with customers, partners, and fellow employees, as well as events. This section describes the environmental impact of the travel associated with our meetings. In the future we will also report the impacts associated with venues and hotel stays.



In fiscal year 2013, nonconference business travel resulted in 19,000 metric tons of carbon dioxide equivalent (CO_2e) emissions, 34 percent of the total Autodesk carbon footprint, and 12 percent less than the prior year.[1] This total includes emissions from air travel and ground transportation such as rental cars.

We ask our travel vendors for information about their environmental performance. This includes jet fuel efficiency from our preferred airline partners; hybrid vehicle availability from our car rental and leasing vendors; and environmental commitments, green cleaning, and sustainable tourism certifications from our preferred hotel vendors, among other items. A better understanding of these dimensions helps us define requirements in our requests for proposal and make decisions that will reduce our environmental impact.

During the year, Autodesk worked with its rental car provider to make hybrids the default option for Autodesk travelers in the United States. Together, we are committing to reducing Autodesk's absolute GHG emissions from rental cars by 30 percent by the end of fiscal year 2019, compared with fiscal year 2013.

Autodesk also contracts with car hire services for some meetings and events. In fiscal year 2013, we partnered with suppliers that use more fuel-efficient vehicles, and we have set a target for fiscal year 2014 that 85 percent of the cars we hire will either be hybrids or high gas mileage vehicles.

While we encourage vendors to improve their own environmental performance, the most direct way we can reduce emissions from travel is by reducing travel itself. To do so, we have made significant investments in virtual collaboration technologies. These include 27 high-definition (HD) telepresence systems, 84 conference room camera systems, and a companywide webcam conferencing option. Our HD systems were in use during 47 percent of our regular business hours on average during fiscal year 2013. This equaled almost 26,000 hours of use collectively for the systems and represented an increase from 39 percent usage the prior year. Additionally, employees used our desktop videoconferencing systems for more than 30,000 hours collectively during the year, almost double the total from fiscal year 2012. We are continuing to roll out extensive training and support programs to encourage employees to use these tools.

Autodesk also has campaigns to educate employees about GHG emissions caused by business travel. When an employee books a trip, we let them know what the associated emissions will be and alert them to any video-conferencing options available for their destination. We also offer an employee web portal to increase awareness and use of travel-saving virtual collaboration technologies. On the portal, executive videos encourage employees to save a million minutes of productivity, a million dollars in travel expenses, and a million pounds of CO_2e emissions by reducing travel.

In fiscal year 2013, Autodesk introduced a Strategic Meetings Management policy and program. It includes overall guidance about facilitating more efficient and more sustainable offsite meetings and a methodology to calculate carbon emissions related to small and midsize meetings at the company. We plan to roll out this program fully in fiscal year 2014.

1. Autodesk reports emissions from event-related travel separately from regular business travel in the GHG emissions by activity graph on page 25, although these activities are combined in the business travel line on page 4.

Facilities

Autodesk strives to reduce the environmental footprint of its facilities. We focus foremost on GHG emissions related to energy use, since those have the most significant impact on the environment. In fiscal year 2013, energy use in our facilities resulted in 11,700 metric tons of CO_2e emissions, a 21 percent of the total Autodesk carbon footprint and a 15 percent reduction compared with the prior year. See page 4 for detailed energy data.

In fiscal year 2012, Autodesk enhanced its sustainability strategy for existing facilities. We conducted tenant assessments at the company's 18 largest sites, and scored them in areas such as energy use, resource use, water consumption, waste generation, and space utilization to identify new opportunities for efficiency in our offices. In fiscal year 2013, we used these results to prioritize investments in energy conservation that we estimate will save nearly $91,000 and decrease GHG emissions by 430 metric tons of CO_2e annually. Earlier this year, we evaluated the progress sites have made and determined that facility scores increased by 9 percent on average since the initial assessment. Areas showing significant improvement included corporate green teams, waste management, resource use, and green procurement. We plan to expand this strategy and extend sustainable operations processes and procedures to 19 more offices globally in fiscal year 2014.

Our efforts also extend to new facilities. We target green buildings during site selection, and employ sustainable features when constructing new workplaces or renovating existing ones. As a result, we have been awarded Leadership in Energy and Environmental Design (LEED) certifications at 10 of our facilities (five rated Platinum, three Gold, and two Certified), which represents 23 percent of our total square footage.[1] Five more certifications are in progress.

See page 17 to learn about our Steuart Tower offices in San Francisco, which achieved LEED Platinum certification for Commercial Interiors in 2012.

We have also begun purchasing carbon-neutral energy and renewable energy certificates and offsets. These totaled 11,900 MWh in fiscal year 2013, compared with 6,140 MWh the prior year. See page 5 for historical detail.

"Sustainability isn't just good for the planet, it's good for business. A focus on sustainable operations drives more efficient use of resources, minimizes waste, and ultimately benefits our bottom line."

—Mark Hawkins
Chief Financial Officer, Autodesk

We often use Autodesk software as we expand our portfolio of facilities, to help optimize the environmental performance of our operations. This helps us test and improve our products' capabilities to enable sustainable decision making. See page 17 for detail.

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

Major events

Each year, Autodesk participates in industry tradeshows worldwide and hosts several conferences that attract tens of thousands of attendees. These events are important for our business. However, they also impact the environment through GHG emissions from travel, energy use, and lodging, as well as materials use and waste. In fiscal year 2013, our two biggest events—Autodesk University (AU) and One Team Conference (OTC)—together resulted in 6,980 metric tons of CO_2e emissions, or 12 percent of the total Autodesk carbon footprint.

1. As of February 15, 2013.

Our sustainability guidelines and best practices for planning events that require travel help our staff evaluate alternatives and make decisions that reduce environmental impact. These cover:

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

Key accomplishments from fiscal year 2013 include the following:

- **Design and reuse:** For custom booth development at trade shows, we reused many materials from previous years and selected new materials that may be easily reused or recycled. While the booth appearance changes throughout the year, the materials often don't. At Greenbuild, one of the final shows of 2013, the booth was made of 95 percent reused materials.
- **Virtual participation:** Virtual attendance options at AU and OTC enable greater participation while decreasing carbon impact, as approximately 80 percent of event-related GHG emissions are due to air travel. During fiscal year 2013, overall attendance at AU—including virtual attendance and other online elements—totaled about 40,500 participants.
- **Vendor collaboration:** Autodesk improved carbon footprint measurement techniques and other environmental initiatives, such as waste reduction, at the large hosting venue for AU. In fiscal year 2013, these efforts led to successfully recycling and composting of 83 percent of materials consumed at the conference.
- **Industry collaboration:** At AU 2012, Autodesk and other major customers convened a group of sustainability executives from the main Las Vegas resorts and expo companies to advocate for more sustainable events and discuss related challenges and solutions, such as food availability, staff training, standardizing best practices, and objective measurement and certification.

IT operations/data centers

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

Data center energy use

Data centers not only enable Autodesk to operate, they also house the future for how our customers design—the cloud. Data center energy use has the largest environmental impact of Autodesk IT operations. In fiscal year 2013, it resulted in 1,860 metric tons of CO_2e emissions, about 3 percent of Autodesk's carbon footprint and a decrease of 13 percent compared with the base year, fiscal year 2009.

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

In late 2011, Autodesk completed a major upgrade to the company's primary data centers. Improvements including new servers, advanced virtualization, and smart storage have reduced energy use and associated GHG emissions at the new, consolidated facility by 62 percent while decreasing IT infrastructure costs by US$7 million annually. This represents a savings of 15 percent of Autodesk's IT infrastructure budget.

"When we consider the footprint of our data centers, we need to take into account both efficiency and the outcomes to which the computing power contributes. Watt-for-watt, every bit of energy we use can have a profound positive impact when it's targeted toward ensuring insight into and understanding of sustainable design."

—Jeff Kowalski
Vice President and Chief Technology Officer, Autodesk

In late 2011, we also started building a private cloud environment, which we used in 2012 to begin revamping the processes we use to build products. Though we're still finalizing the system, it has already dramatically improved the build process and has enabled us to eliminate inefficient IT equipment, which reduces associated power and cooling needs. So far, we've eliminated 60 servers and plan to retire over 100 more, saving approximately 150 MWh of electricity annually.

While Autodesk manages some of these data centers, server rooms, and collocated cages, third parties manage much of the vast computing power that enables Autodesk's cloud-based sustainability solutions. While the benefits likely outweigh the impacts, we are committed to better understanding the environmental footprint of cloud computing and increasing the advantages of conducting sustainable design analysis in this setting.

IT office equipment

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

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

Electronic waste

When IT equipment reaches its end of life, Autodesk works with electronic waste (e-waste) service providers to recycle it responsibly.

In 2013, we will expand our current efforts by launching a global program that defines how we manage used IT equipment. This will ensure that proprietary information is properly destroyed, that reusable assets are redeployed or sold, and that equipment at the end of its usable life is responsibly recycled according to the e-Stewards standard as recommended by the Basel Action Network. Our e-waste vendors report on the transfer and treatment of all items to ensure compliance.

This program applies to all Autodesk IT equipment. During the recent data center upgrade (see page 28), Autodesk evaluated unwanted hardware, sold what was serviceable, and recycled the rest through a certified green recycler. We also encourage employees to dispose of their personal e-waste through these safe and secure processes.

Supply chain

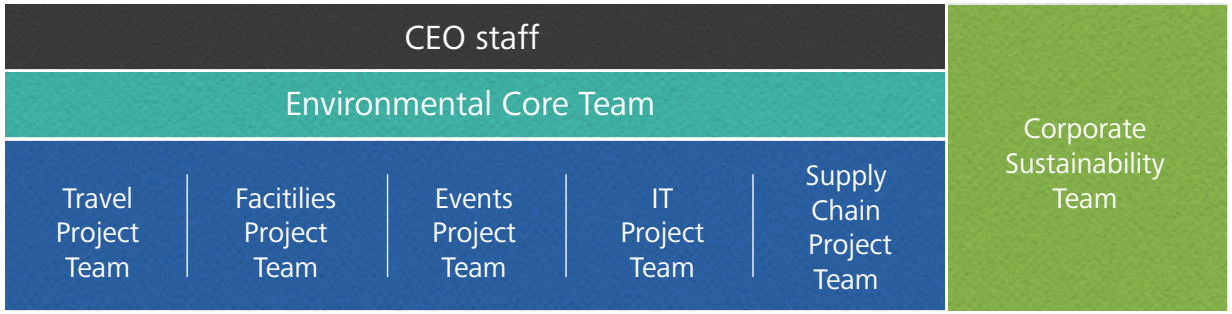
Autodesk works to decrease the environmental impact of the products it sells, for example through electronic downloads and innovative packaging. For more information, see page 42 as well as the data for purchased goods and services, transportation/distribution (upstream and downstream), and end-of-life treatment of sold products in the performance summary on page 4.

Corporate environmental management

Understanding and reducing our impact on the environment requires a high level of coordination and commitment. With approximately 7,100 employees and offices in 114 locations worldwide, several global events each year, and millions of users, obtaining performance data and implementing environmental measures can be a challenge.

Autodesk has instituted a management structure for obtaining environmental data, making investment decisions, implementing measures to reduce our impact, and consistently reporting performance. We continue to improve the reliability, comprehensiveness, and automation of these systems. All Autodesk locations are covered

Autodesk environmental management structure



by the company's environmental management system. Many of the outputs of this system meet various levels of assurance. Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 greenhouse gas emissions inventory and provided methodological assurance for the complete inventory for fiscal year 2013.

In 2012 and early 2013, Autodesk performed a company-wide materiality assessment to analyze the importance of a wide variety of environmental and social issues to the company's business success and to sustainable development. This process helped us to confirm the key challenges that the company faces (learn more on page 8). The Environmental Core Team and associated project teams (described below) will use this assessment, along with environmental performance data, to set strategy and inform corrective action as necessary.

Environmental Core Team

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

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

Environmental project teams

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

Green teams

Green teams lead grassroots initiatives in more than a dozen of our offices worldwide. These groups are led by employee volunteers committed to reducing Autodesk's environmental footprint and educating their fellow employees on environmental sustainability. Green teams increase awareness of local recycling options and alternative commute possibilities, organize special events such as environmental video screenings and vendor fairs, and roll out sustainability initiatives such as community cleanups, bike-to-work challenges, and home electronic waste recycling drives. For example, green team members in San Rafael, California, piloted a community rideshare program, and green team volunteers in Toronto, Canada, took part in the Great Canadian Shoreline Cleanup, removing more than 100 kilograms of litter from a local park. We support these efforts and share results across the company through the sustainability section of our intranet.

Employee volunteers in Toronto, Canada.

Environmental policy

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

Other impacts from operations

Living well and living within the planet's limits requires careful attention to resource consumption and conservation. We strive to use water, materials, and other resources effectively, in our own facilities and across our value chain. This improves our environmental performance while enhancing our business.

Waste in operations

Autodesk collects and reports waste data for our headquarters campus in San Rafael, California, as well as select other sites. These represented 22 percent of our total active square footage in fiscal year 2013, a number we plan to increase. During the year, we generated about 281 metric tons of waste at these sites. We recycled 58 percent and diverted 78 percent from landfill.

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

- **Product delivery:** We make digital download the default product delivery method for Autodesk® Subscription customers and reduce packaging for physical product distribution. We are continuing to expand these initiatives in the coming year. See page 42 for more detail.
- **Office printing:** We set printer defaults to duplex; have piloted walk-up printing, which requires employees to enter a code at the printer before a print job is started; and initiated "print greener," which eliminates blank or unnecessary pages from print jobs.
- **Major conferences:** We eliminate signage or reuse signage for multiple years, design trade show booths from recycled cardboard for full recyclability, and eliminate paper use wherever possible.

We also reuse or recycle waste when possible at our conferences and in our facilities.

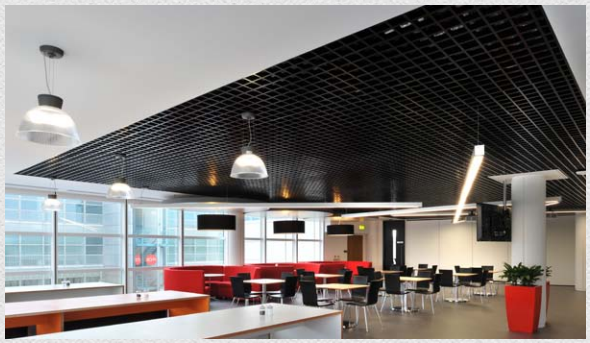
- **Major conferences:** At Autodesk University, the company's largest customer-facing conference, we collaborated with our partners to divert 83 percent of waste from landfill last year. This included donation of food scraps to a local animal farm and recycling of many other materials.
- **Cafeteria waste:** In our offices, we offer compostable utensils and cups and arrange for compost collection in facilities where such municipal services are available.
- **Office nonrecyclables:** At our Waltham, Massachusetts, facility that focuses on our architecture, engineering, and construction business, we collaborated with our landlord to send 100 percent of nonrecyclable waste to a waste-to-energy facility.
- **Electronic waste:** See page 29 for information about our approach to managing electronic equipment at the end of its useful life.

Water use in operations

We recognize that water scarcity is an important global environmental issue. However, since we are not a major water consumer, it does not pose a material risk to our operations. Fiscal year 2013 saw some of the warmest and driest months on record, resulting in a drought that covered more than 65 percent of the contiguous United States, and affected many other nations worldwide, including locations with Autodesk offices.

We use some water in our office buildings for kitchens, cooling, and plumbing. As part of our everyday efforts to reduce Autodesk's environmental impact, we take steps in many offices to reduce our water consumption through efficient fixtures and water closets, right-size cooling equipment, and conservation efforts such as using gray water, where possible.

Because we lease our facilities, we do not currently have access to reliable water usage data across our operations. As with energy use and waste data, we are working with our building owners and facility managers at priority locations to gather water performance data as part of our environmental measurement system. In fiscal year 2013, we used 7.6 million liters of water in one building at our San Rafael, California, headquarters, and reclaimed 78 percent of that amount for landscaping. That location represents 6 percent of the company's total square footage.



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

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

Environmental compliance

As stated in our environmental policy, Autodesk will meet or exceed all applicable environmental laws and regulations related to our business operations. In fiscal year 2013, we were not cited or fined for noncompliance of any environmental laws or regulations.

Ethics and compliance

The trust we place in each other and the relationships we forge are becoming ever more important, as people on the planet become increasingly interconnected. Autodesk promotes high ethical standards and human rights wherever we do business, and ensures the privacy of our employees and customers.

Corporate governance

Our board of directors provides independent leadership in the exercise of its responsibilities. As of April 2013, the Autodesk board of directors includes 10 directors, including Autodesk CEO Carl Bass. All current directors, other than Bass, are independent, according to the criteria for independence established by the NASDAQ Rules. This includes our chairman, Crawford W. Beveridge. Two of our directors are women.

The Autodesk board of directors adopted the Governance Guidelines in 1995, and most recently amended them in 2011. These guidelines cover areas such as chairman and CEO selection, board compensation, board size and composition, director independence, corporate strategy, and risk oversight.

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

Executive management

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

Additional information about the Autodesk board of directors, including committee composition, committee charters, director biographies, and the Governance Guidelines, is available on our Investors website. Information about stock trades by members of our board of directors and by executive officers of the company is also available on our Investors website. The Proxy Statement within our Annual Report Fiscal Year 2013 provides information about and analysis of board of director and executive compensation.

Business ethics

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

We are committed to maintaining such an environment and we adopted a Code of Business Conduct (CoBC) in

1997 that conveys our values and expectations. The code details our policies and procedures, and outlines the ethical considerations that guide our daily work. It covers areas such as equal opportunity, confidentiality, political contributions, anticorruption, and free and fair competition.

All Autodesk employees worldwide are required to complete CoBC training annually and to certify that they have reviewed, understand, and agree to follow the code. In fiscal year 2013,100 percent of Autodesk active employees completed the training. Our subsidiaries and contractors, suppliers, and service providers are also required to abide by our CoBC.

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

Anticorruption

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

Reporting concerns

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

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

The toll-free numbers, included in our CoBC, are available to Autodesk employees and third parties worldwide. All calls to the hotline may be made anonymously except where prohibited by law. Autodesk will follow up on and work to resolve all hotline reports made in good faith.

The hotline may be used to report:

- Suspected violations of the Autodesk CoBC
- Questionable accounting practices, accounting controls, or auditing matters
- Suspected violations of applicable laws and regulations
- Any other compliance concerns or issues

A web-based reporting tool is also available. Like the hotline, it is maintained by The Network, and allows for anonymous reporting (except where prohibited by law) in at least 40 languages, including Chinese, Dutch, English, French, German, Italian, Japanese, Korean, Portuguese, Russian, Spanish, and Vietnamese.

Human rights

Autodesk promotes and protects human rights wherever it does business. We expect our suppliers and other business partners to comply with all applicable laws and regulations. Our resellers and distributors are also obligated to comply with our Partner Code of Conduct, which we launched in early 2013 (see page 41 for more detail). Consistent with our culture of ethical behavior, integrity, and respect, we will continue to work with our suppliers and refine our own requirements and processes to reinforce our commitment to human rights.

In December 2011, Autodesk endorsed the United Nations Global Compact. This voluntary initiative includes 10 principles in the areas of human rights, labor, environment, and anticorruption. This report serves as the company's first Communication on Progress, describing how Autodesk is integrating these principles into its business. See index on page 47.

Autodesk recently published a human rights policy describing our commitments in this area as well as how we promote human rights among our employees, suppliers and business partners, and our customers. Download the Human Rights Policy.

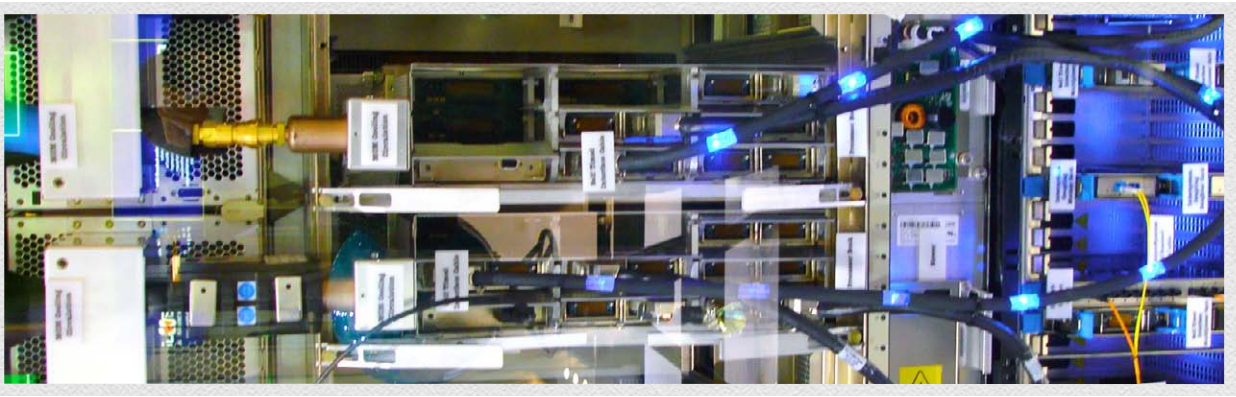
This policy takes into account the results of a high-level analysis conducted in 2012 and early 2013, which reviewed Autodesk's most relevant current and future human rights risks and opportunities. Autodesk commissioned consulting firm BSR to map our business against the rights listed in the Universal Declaration of Human Rights and other international standards to determine the actual or possible relevance of other human rights to Autodesk.

Several issues with relevance to human rights such as anticorruption, privacy (see below), nondiscrimination, employee health and safety, and access to technology are covered in this report.

Privacy

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

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



Autodesk uses a "Privacy by Design" approach in the design of our software and online services, including cloud-based offerings. This involves following the company's Privacy Principles and also performing privacy impact assessments in an appropriate and timely manner related to situations (such as product use) where personal or behavioral information is collected or used. These assessments help to ensure that the proposed activity includes an appropriate level of transparency. As appropriate, the activity must also include a mechanism to track end-user consent and allow end users to manage their choices, such as modifying or withdrawing consent. We support Privacy by Design with a companywide training for all employees and contingent workers, as well as role- and issue-specific trainings in targeted areas.

"When it comes to privacy, we not only abide by all applicable regulations but also self-regulate following our Privacy Statement and Principles. We hold the trust of our customers in high regard."

—Scott Reese
Vice President of Cloud Platform, Autodesk

Autodesk Privacy Principles

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

Employees

Helping address global challenges demands unprecedented creativity, innovation, and collaboration, so we strive to engage, develop, reward, and inspire our approximately 7,100 employees worldwide. Working together, they fuel our sustainability efforts and create products and solutions that people around the globe use to solve problems and propel positive change.

With an average age of 40 and an average Autodesk tenure of 5.4 years, our employees come from a wide range of personal and professional backgrounds. To support their contributions to the company, we work to provide a diverse, inclusive, and safe workplace, and offer opportunities for ongoing growth.

Employee engagement

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

Overall employee engagement is at 71 percent for 2012 (see table), a score considered a strength by our external survey partner (anything higher than 65 percent is considered a strength). Furthermore, engagement scores were strong across Autodesk. Improving our overall score in this area continues to be a company priority for 2013.

Being treated with dignity and respect in the workplace remained Autodesk's highest single score—88 percent of employees either agreed or strongly agreed that has been their experience at the company. The manager effectiveness score (which represents employees' assessments of their managers' capabilities in the areas of respect and leadership) rose 2 percent to 82 percent—above the external 90th percentile norm. Scores in involvement and belonging, reward and recognition, and work-life balance also increased year over year. Areas that fell included action planning and growth and development.

	2008	2009	2010	2011	2012
Employee engagement* (percent)	78%	72%	69%	73%	71%

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

Open-ended, anonymous survey comments (the review of which is restricted to executive staff only, to encourage employees to respond freely) were in general very positive and showed an overarching sense of passion and excitement about the company and a strong belief in coworkers.

"Our employees are inspired by the role our products play in sustainable design. They are very proud to be a part of a company with a mission to help people imagine, design, and create a better world."

—Jan Becker

Senior Vice President, Human Resources, Autodesk

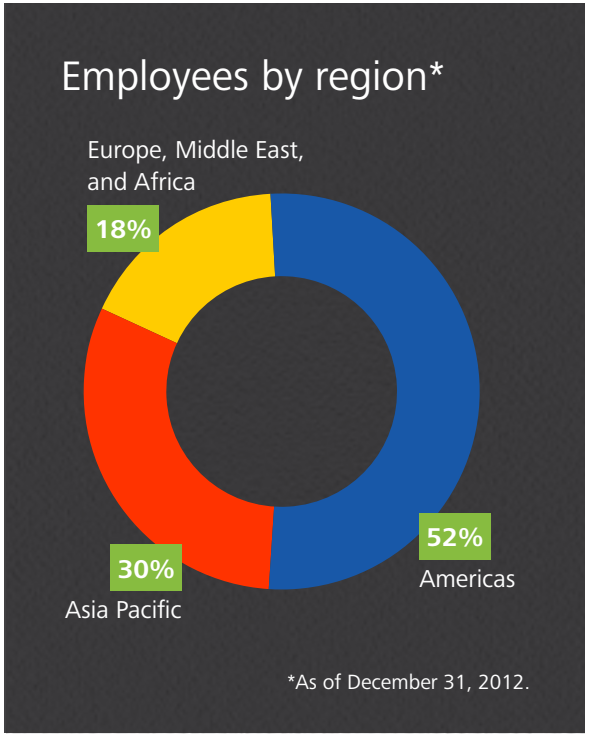
Diversity and inclusion

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

Autodesk supports our diverse employee base in a number of ways. Employees can learn from their coworkers and encourage one another in our networking, mentoring, employee affinity, and women in leadership groups.

In addition, our workplace culture and benefits support a diverse workforce with flexible working arrangements, parental leave, and benefits for domestic partners.

Our commitment to diversity is reinforced in our Code of Business Conduct (CoBC), which states that discrimination or harassment based on a person's race, color, creed, religion, national origin, citizenship, age, sex, sexual orientation, marital status, mental or physical disability, or any other classification protected by law will not be tolerated. This protection applies to all Autodesk employees and contingent workers worldwide. All employees must reaffirm their commitment to the CoBC on an annual basis (see page 33). We also require all managers with U.S. employees (even if the employees are working abroad) to complete harassment training.



We regularly monitor our hiring practices to ensure that we're adhering to U.S. Equal Employment Opportunity Commission guidelines. In addition, we post all of our job openings to a variety of diversity sites via WorkingDiversity.com, on which we are a featured employer, and we reach out to potential candidates through the Society of Women Engineers.

Training and development

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

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

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

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

For the most part, we assess the value of training using online evaluations after each session. On a broader level, we also measure training effectiveness in our all-employee annual survey. In 2012, 70 percent of responses to the statement "I am provided with opportunities for learning and development" were positive.

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

- Web-based, on-demand educational material, which enables employees and managers to learn in a self-paced environment
- Access to online Harvard professional development materials for all employees
- Resources recommending books, articles, and other materials for specific areas of focus
- Audio webcasts and recordings of training sessions
- Video podcasts of executives and external experts discussing key leadership messages and experiences
- An online "manager café" discussion forum that enables managers to share ideas, problems, or concerns with one another in a moderated environment, with online experts from human resources available to assist in real time
- A formal, global tuition reimbursement program that allows any employee to request financial support, and time off if needed, to pursue external professional programs

For fiscal year 2013, Autodesk budgeted approximately US$900 per employee globally for training. This includes internal as well as external education programs.
As a part of the development process, all Autodesk employees receive a formal annual performance review. This includes feedback from coworkers and focuses on assessment and feedback against individual goal achievement as well as demonstrated competency and proficiency.

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

Global gender diversity* (percent female)

	2008	2009	2010	2011	2012
Board of directors	11%	22%	22%	22%	20%
Company officers, executives, and senior management	21%	23%	21%	22%	19%
Managers and supervisors	25%	25%	24%	26%	23%
All employees	30%	30%	30%	29%	29%

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

U.S. ethnic diversity* (percent of employees)

	2008	2009	2010	2011	2012
White	75%	75%	75%	74%	72%
All nonwhite	25%	25%	25%	26%	28%
Black/African American	2%	2%	1%	1%	1%
Hispanic	5%	5%	4%	4%	4%
Asian	18%	18%	18%	19%	21%

*Percentages are as of the end of the calendar year noted. Segments for "All nonwhite" in 2010, 2011, and 2012 do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).

Employee benefits

Autodesk offers a range of benefits (which vary by location) to meet the needs of our employees, remain highly competitive with regional practices, and comply with local statutory requirements. Benefits include high-quality health insurance plans, survivor and income protection plans, and flexible spending accounts as part of our flexible benefits program. See details about benefits for U.S. employees.

We also provide flexibility in the workplace and support for personal needs, and we promote a healthy work-life balance. For instance, employees in some locations can take advantage of telecommuting options, adoption assistance, and programs that help offset the costs of parking, public transportation, and wellness activities. We also offer a range of paid time-off programs, including sabbatical, vacation, volunteer time, and holidays. In addition, during 2012 our Global Corporate Challenge offered employees worldwide an opportunity to participate in a 16-week program that encouraged physical activity and team building. See this page, right, for more about our wellness programs.

Freedom of association

None of our employees in the United States are represented by a labor union. Employees in several European countries, equalling about 3 percent of our total workforce, are represented by work councils or collective bargaining agreements. We have never experienced any work stoppages because of labor issues and believe our employee relations are good.

Restructuring

We have periodically initiated restructuring programs to reduce Autodesk's operating costs.

For example:

- In fiscal year 2009, we initiated a restructuring program that reduced the number of employees by approximately 700 positions globally, resulting in the consolidation of 27 leased facilities.
- In fiscal year 2010, we launched a restructuring program that resulted in headcount reduction of approximately 430 positions globally and the consolidation of 32 leased facilities around the world.
- In the first quarter of fiscal year 2011, we initiated a restructuring plan that resulted in targeted staff reductions of approximately 200 positions. No leased facilities were consolidated as a part of this restructuring.
- In fiscal year 2012, although we had no formal restructuring program, 74 employees were laid off resulting from job eliminations or redeployment.

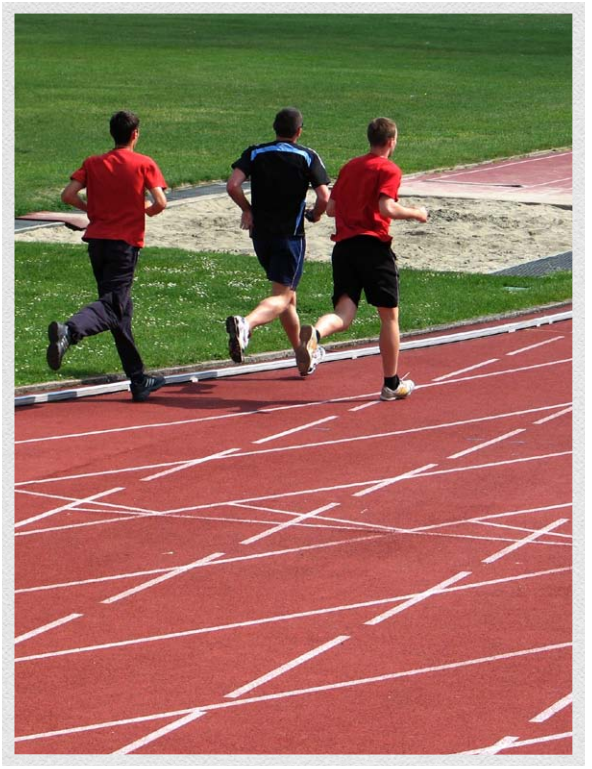
In fiscal year 2013, we had one formal restructuring program. In total for the year, 388 employees were laid off. Total turnover during fiscal year 2013 was 15.3 percent; voluntary turnover was 6.5 percent.

Health and safety

We strive to provide all our employees with a healthy and safe work environment.

Health and wellness

Our commitment begins with helping employees and their spouses or partners stay fit and minimize health concerns. We continue to improve our voluntary and confidential wellness program, which we have offered to U.S. employees since 2007. Through the program we offer voluntary wellness campaigns designed to help employees reduce stress, increase physical activity, and improve their diet. We also offer on-site biometric screenings and flu shots at many office locations in Canada and the United States.



In 2012, we implemented Autodesk's first global wellness campaign called the Global Corporate Challenge. More than 4,500 Autodesk employees (about 62 percent of our employees at that time) from 38 countries participated in the program, which lasted 16 weeks. The program consisted of a virtual race around the world that encouraged physical activity, team building, and employee engagement. Using pedometers to track daily steps, participants logged their steps online and viewed their team's progress in comparison with other Autodesk teams and teams from other participating companies. Autodesk placed fifth in the Globally Most Active Companies category and first in the IT/Tech Industry category.

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

Safety and security

Autodesk has policies and programs to encourage employee and visitor safety. Our Injury and Illness Prevention program includes the following elements:

- Management commitment and assignment of responsibilities—Our policy clearly defines responsibilities for program implementation.
- Safety awareness—We communicate with employees about occupational safety and health through written communications, meetings, training programs, labor/management safety and health committees, and by other means.
- Anonymous hazard notification—Employees can anonymously inform Autodesk of worksite hazards without fear of reprisal.
- Assurance of employee compliance—To ensure employees comply with safe and healthy work practices, we provide training and retraining programs, take disciplinary action as needed, and recognize employees who follow safe practices.
- Inspection and evaluation—We have procedures to identify and evaluate workplace hazards, including periodic inspections.
- Accident investigations—We investigate and document occupational injuries and illnesses.
- Correction of unsafe or unhealthy conditions—We address unsafe or unhealthy work conditions, practices, and procedures in a timely manner based on the severity of the hazard.

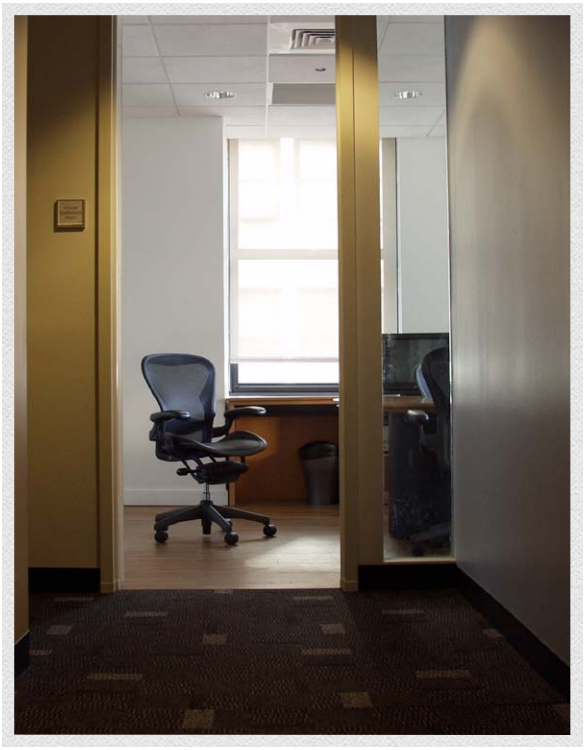
We are in the process of updating our Injury and Illness Prevention Program to include provisions related to chemical hygiene, bloodborne pathogens, servicing electrical equipment, ergonomics, industrial trucks, and respiratory protection.

Emergency preparedness, response, and recovery

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

Ergonomic safety

We continue to offer an online global ergonomic safety program called Workstation Safety Plus (WSP) to improve productivity and efficiency. Although not mandatory, employee enrollment is highly recommended. The online self-assessment and training program tracks personal ergonomic risks identified by employees, and suggests alternative work habits to potentially resolve those issues. Since it began in June 2011, more than 700 employees globally have completed WSP training and risk assessments, including nearly 450 in 2012. The number of participants with medium or high ergonomic risk decreased by nearly 30 percent as a result of the program.



If issues persist despite the employee's best efforts, professional ergonomists are available to provide further assessments and recommend corrective measures, including work habit changes and, in some cases, workstation modifications. During calendar year 2012, 29 employees received ergonomic evaluations. We have also made ergonomic keyboards, laptop stands, gel-filled wrist pads and mouse pads, and a line of ergonomic mouse controllers available for employees.

Occupational injury and illness performance

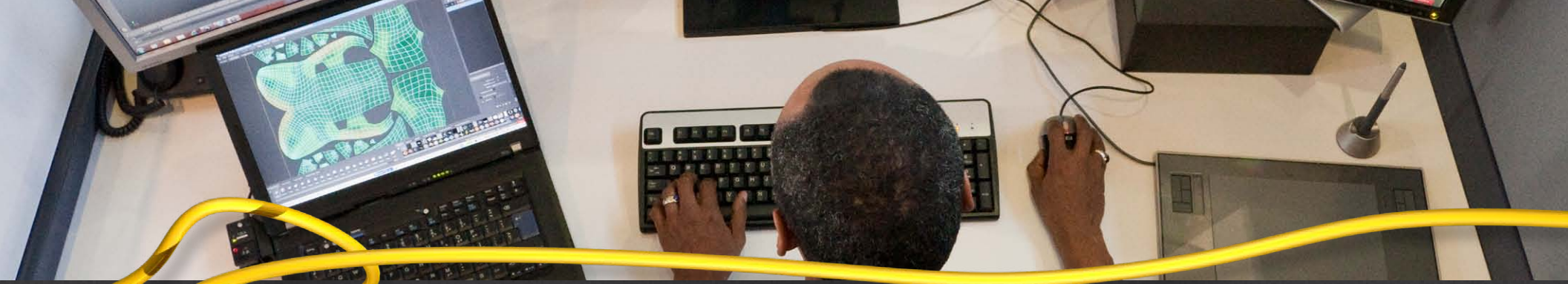
In the United States, we track all recordable and reportable occupational injuries and illnesses, including those resulting in worker compensation claims.

Of all recordable incidents, 18 percent were related to repetitive stress or ergonomics, while 9 percent were slip and fall injuries. Approximately 27 percent of recordable injuries resulted in time lost at work.

Injury rates*

	2012
Recordable injury rate	0.09
Lost time injury rate	0.03
Fatalities	0

* Number of injuries per 100 employees working a full year. Data is calendar year.



Suppliers and business partners

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

Social and labor standards

In early 2013, we established our Partner Code of Conduct, which outlines the standards and practices that we expect our resellers and distributors to follow while conducting business with or on behalf of Autodesk. The Partner Code of Conduct covers a wide range of areas including anticorruption, antitrust and competition, business courtesies (such as gifts), financial integrity and accounting, conflict of interest, export compliance, interactions with government customers, insider trading, and data protection and confidentiality.

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

Although the Partner Code of Conduct does not currently apply to suppliers, we value suppliers that have made commitments to human rights principles and demonstrate strong labor practices. Some of our major suppliers have well-established policies and programs in this area.

Green purchasing

Autodesk's green procurement guidelines outline a range of environmental considerations that can factor into the company's selection of vendors and products and direct decisions related to travel and meeting services, events, and some marketing-related purchases, such as collateral development and printing.

These guidelines assist Autodesk employees in adhering to the following practices:

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

We do not currently audit our suppliers for compliance with Autodesk's green procurement guidelines, although we are exploring the possibility.

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

In fiscal year 2013, according to data provided by Dun & Bradstreet, roughly 3 percent of Autodesk global suppliers (out of more than 11,000 total) have green certifications, such as Leadership in Energy and Environmental Design (LEED), Forest Stewardship Council (FSC), or other local or industry-specific green business or product certifications representing approximately 10 percent of Autodesk's supplier spend. Through this initiative, we also assess suppliers' workforce diversity.

Product delivery and packaging

Autodesk and its partners deliver software worldwide in the form of physical media, electronic software downloads, and cloud-based services. In collaboration with our suppliers globally, we are continually enhancing product delivery through technology improvements and a greater emphasis on customer experience and sustainability.

From the early 1990s, we have transformed AutoCAD from a bulky, 9-kilogram box full of manuals, disks, and promotional material to a package weighing less than a sixth of a kilogram. We distribute our product suites on USB thumb drives in small, 100 percent recyclable boxes, made with recycled content and packed using 100 percent recyclable polyethylene foam. We have switched to Eco-Lite cases, which contain 20 percent less plastic than standard DVD cases, for the single-disk DVDs we sell in the Americas and Europe. Our current physical product portfolio has an average footprint of about 1.81 kg CO_2e across its lifecycle, from extraction and manufacture to transport and end of life.

We also understand that the greenest package is the one that doesn't need to be fabricated and shipped at all. For that reason, in fiscal year 2013 we expanded our electronic software download capabilities to include both subscription and nonsubscription customers and increased the number of countries from 37 to 56 where electronic download is the default option for subscription customers. We're increasing that number to 183 countries for fiscal year 2014. During fiscal year 2013, customers downloaded about 418,000 products. This decreased the number of boxes we shipped by 309,000 and reduced associated GHG emissions by nearly 380 metric tons CO_2e.

Although electronic downloads have increased by more than 50 percent since fiscal year 2011, currently about 80 percent of orders for Autodesk software are still fulfilled by shipping a physical package. Our goal is to reduce that number to 20 percent by fiscal year 2017. We will begin encouraging customers to request electronic downloads instead of physical packaging through education and by charging a premium for physical packaging to reflect the associated envirionmental impacts. For the physical packaging that remains, we will continue to assess ways to decrease materials use and explore alternative materials with reduced environmental impact.

As Autodesk continues to grow its cloud-based services, such as Autodesk® 360 and Green Building Studio®, we are working with our suppliers to monitor and decrease the greenhouse gas emissions and energy consumed by delivering those services to our customers.

Monitoring performance

Through our Supplier Relationship Management Program, we monitor key suppliers who are vital to our success. We measure supplier performance based on a range of indicators related to quality, risk and compliance, and reporting, among others.

Community support

We're committed to helping create a future where everyone can thrive while living within the limits of the planet. In addition to our continued support of the arts, education, and health and human services, we are moving toward investments that are more aligned with our core business strategy—fueling high-impact solutions that will make a real difference in overcoming serious global challenges.

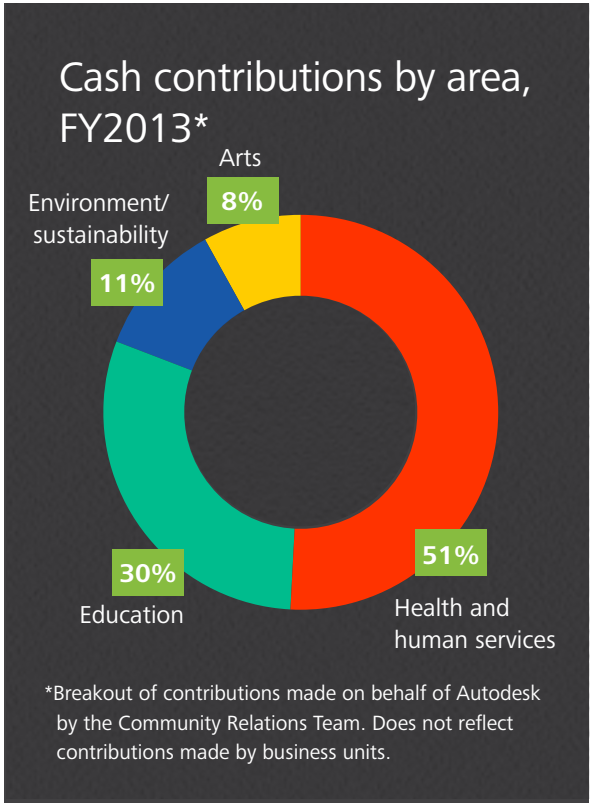
Company giving at Autodesk is a combination of cash and products, as detailed below. This data does not include software downloaded at no charge through the Autodesk Education Community and Autodesk Academic Resource Center (ARC). See page 21 for more detail about those programs.

In addition to giving at the company level, we believe in supporting nonprofit organizations that are personally important to our employees. Last year, our employees donated nearly $282,000 to nonprofits. Autodesk boosted their efforts with additional cash matches totaling $256,000.

Company giving (US$)

	FY2009	FY2010	FY2011	FY2012	FY2013
Company cash contributions	$1,741,000	$1,046,000	$1,038,000	$1,955,000	$2,024,000
Company match of employee giving (also included in row above)	$295,000	$200,000	$222,000	$255,000	$256,000
Company product donations*	$624,000	$5,600,000	$1,500,000	$1,095,000	$2,600,000

* Autodesk calculates its product donations at commercial value. This data includes products donated through the Autodesk Community Relations Program. This data does not include the value of products granted to students and educators at no cost through the Autodesk Education Community and Autodesk Academic Resource Center (ARC). See page 21 for more detail about those programs.



Autodesk also encourages employees to support communities through volunteering. In fiscal year 2013, about 380 employees logged 6,000 hours volunteering at schools, food banks, animal shelters, and other organizations and participating in walks, runs, bike rides, and other events to benefit communities worldwide. Here are a few examples:

- Employees in Montreal, Canada, hosted a fundraising event to support a local youth center that serves 13,000 children each year who are victims of negligence, abuse, and abandonment.

Employees in South Korea making kimchi for needy families.

- Working with the Red Cross, Autodesk employees in Korea prepared enough kimchi to last 180 needy Korean families the entire winter.

An Autodesk employee (left) and two friends helping with Hurricane Sandy cleanup.

- Employees in the northeastern United States (Manchester, New Hampshire; New York, New York; and Waltham, Massachusetts) participated in donation drives throughout the year, giving a total of 70 pints of blood, about two metric tons of food, and 75 Christmas gifts to local children. Employees in this area of the country also helped with cleanup and animal shelter in the aftermath of Hurricane Sandy.
- Responding to recent floods in their countries, employees in Singapore and Thailand helped children restore a school that had been submerged beneath two meters of water and provided room and board for employees affected by the floods.
- Employees in the San Francisco Bay Area of California, United States, held a food drive that collected about two metric tons of food over a period of two weeks.

Employees are granted four hours per month to volunteer during company time in the nonprofit sector. The company posts opportunities on an internal electronic bulletin board, and charitable organizations seeking volunteers can submit information for publication.

"Designing solutions to wicked problems is possible with a thriving, deeply connected design community. We see ourselves as an integral part of that community, and our partnerships and contributions reflect that. We aspire to support and connect the entrepreneurs, organizations, and institutions who are designing our collective future."

— Lynelle Cameron
Senior Director of Sustainability and Philanthropy, Autodesk

Employee giving and volunteerism

	FY2009	FY2010	FY2011	FY2012	FY2013
Employee giving [US$]	$295,000	$200,000	$222,000	$255,000	$282,000
Employee volunteer hours	N/A*	4,900	8,500	7,900	6,000

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

Autodesk employees in India lend a helping hand to the SOS Children's Village, a home for orphans and destitute children.

Autodesk employees in Canada sort carrots for needy families' holiday dinners at the Daily Bread Food Bank.

Access to technology

For 30 years, Autodesk has been making design technology more accessible to more people worldwide. See page 21 for more detail.

Moving forward

Beginning in 2013, we will further align our philanthropic giving with our company mission to help people imagine, design, and create a better world.

Major changes underway include the following:

- Launch of a company foundation in 2013 to support individuals and organizations who are designing high-impact solutions to social and environmental challenges
- Expansion of our matching gift and volunteer programs to support and magnify the impact our employees have with the organizations causes they care about most
- Launch of a program to provide nonprofit organizations with easy access to the latest Autodesk technology

We look forward to reporting progress in the coming years.

Image to right: Nonprofit group MASS designed the Butaro hospital in Rwanda, bringing modern health care to a district of 400,000 impoverished people.

About this report

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

In 2008, we published our first sustainability report. Since then, our sustainability initiatives and accomplishments have grown. This document describes our progress through fiscal year 2013 (February 1, 2012–January 31, 2013). Performance data included in this document is based on the Autodesk fiscal year when noted, and the calendar year otherwise. Performance data covers the company's global operations, unless otherwise stated.

Partnerships

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

Research and advocacy

- Architecture for Humanity
- CDP Cities
- Rocky Mountain Institute
- Sustainability Roundtable, Inc.
- U.S.-China Energy Cooperation Program
- World Resources Institute

Standards development

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

Joint technology development (including government grants)

- Granta Design
- Environmental Intellect
- Green Sigma Coalition
- U.K. Technology Strategy Board
- University of California, Berkeley, Laboratory for Manufacturing and Sustainability
- U.S. Department of Defense Environmental Security Technology Certification Program
- High Speed Sustainable Manufacturing Institute

Clean tech

- Breakthrough Capitalism Forum
- Clean Edge
- Cleantech Forum
- Cleantech Open
- Imagine H2O
- The Long Run Venture
- National Renewable Energy Laboratory
- Singapore Economic Development Board
- Skipso

View a more complete list.

Awards and honors

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

- Dow Jones Sustainability World Index (2012, fourth consecutive year)
- CDP performance and leadership indexes (2012, the only company in the IT industry to achieve both)
- FTSE4Good Index Series (2013, sixth consecutive year)
- Maplecroft Climate Innovation Indexes (2012, #10 of largest 348 U.S. companies)
- *Fortune* magazine's list of "100 Best Companies to Work For" (2013, #54)
- *Fast Company's* list of "The 10 Most Innovative Companies in Education" (2011, #6)
- Cleantech Index (2012)

See more detail.

United Nations Global Compact index

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

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

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

Global Reporting Initiative index

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

Item	Description	Detail
	Strategy and analysis	
1.1	Statement from the most senior decision maker in the organization about the relevance of sustainability to the organization and its strategy	Letter from our CEO
1.2	Description of key impacts, risks, and opportunities	Strategy for a better world
	Company profile	
2.1	Name of the organization	Autodesk, Inc.
2.2	Primary brands, products, and/or services	Products
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Products by industry Annual reports
2.4	Location of organization's headquarters	San Rafael, California
2.5	Number of countries where the organization operates, and names of countries that have major operations or that are specifically relevant to the sustainability issues covered in the report	Corporate environmental management Employees
2.6	Nature of ownership and legal form	Autodesk, Inc. is incorporated under the laws of Delaware, United States. Its shares are publicly traded on the NASDAQ stock exchange under the symbol ADSK.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Products by industry Customers
2.8	Scale of the reporting organization	Annual reports Performance summary
2.9	Significant changes during the reporting period regarding size, structure, or ownership	Annual reports
2.10	Awards received in the reporting period	Awards and honors
	Report parameters	
3.1	Reporting period (e.g., fiscal/calendar year) for information provided	About this report
3.2	Date of most recent previous report (if any)	July 2012
3.3	Reporting cycle (annual, biennial, etc.)	About this report
3.4	Contact point for questions regarding the report or its contents	Sustainability@autodesk.com
3.5	Process for defining report content	Strategy for a better world Corporate environmental management

Item	Description	Detail
3.6	Boundary of the report	About this report
3.7	State any specific limitations on the scope or boundary of the report	Noted in relevant sections
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	Corporate environmental management About this report
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report	Performance summary Carbon footprint
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement	Performance summary Other impacts from operations
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Performance summary Other impacts from operations
3.12	Table identifying the location of the standard disclosures in the report	Global Reporting Initiative index
3.13	Policy and current practice with regard to seeking external assurance for the report	Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 greenhouse gas emissions inventory and provided methodological assurance for the complete inventory for fiscal year 2013.
	Governance, commitments, and engagement	
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Corporate governance
4.2	Indicate whether the chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	Corporate governance
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or nonexecutive members	Corporate governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	In Autodesk's proxy statement, we direct correspondence to the board of directors through our headquarters address.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Corporate environmental management Business ethics Human rights Suppliers and business partners
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Human rights UN Global Compact index
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations	Partnerships Public policy
4.14	List of stakeholder groups engaged by the organization	Stakeholder engagement
4.15	Basis for identification and selection of stakeholders with whom to engage	Stakeholder engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholder engagement

Item	Description	Detail
	Economic	
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (Core)	Performance summary Community support Annual reports
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change (Core)	Carbon footprint Autodesk reports this information annually through CDP.
EC3	Coverage of the organization's defined benefit plan obligations (Core)	Annual reports Employee benefits
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts (Additional)	Products and solutions
	Environmental	
EN3	Direct energy consumption by primary energy source (Core)	Performance summary
EN4	Indirect energy consumption by primary source (Core)	Performance summary
EN5	Energy saved due to conservation and efficiency improvements (Additional)	Performance summary Carbon footprint
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives (Additional)	Sustainability solutions Autodesk as a living lab
EN7	Initiatives to reduce indirect energy consumption and reductions achieved (Additional)	Carbon footprint
EN8	Total water withdrawal by source (Core)	Water use in operations
EN10	Percentage and total volume of water recycled and reused (Additional)	Water use in operations
EN16	Total direct and indirect greenhouse gas emissions by weight (Core)	Performance summary Carbon footprint
EN17	Other relevant indirect greenhouse gas emissions by weight (Core)	Performance summary Carbon footprint
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved (Additional)	Carbon footprint
EN20	NOx, SOx, and other significant air emissions by type and weight (Core)	Carbon footprint
EN22	Total weight of waste by type and disposal method (Core)	Performance summary Waste in operations
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation (Core)	Product delivery and packaging
EN28	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations (Core)	Performance summary Environmental compliance
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce (Additional)	Performance summary Employee travel Product delivery and packaging

Item	Description	Detail
	Labor practices and decent work	
LA1	Total workforce by employment type, employment contract, and region (Core)	Performance summary Employees
LA2	Total number and rate of employee turnover by age group, gender, and region (Core)	Restructuring
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations (Additional)	Employee benefits
LA4	Percentage of employees covered by collective bargaining agreements (Core)	Freedom of association
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region (Core)	Health and safety
LA10	Average hours of training per year per employee by employee category (Core)	Performance summary Training and development
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings (Additional)	Training and development
LA12	Percentage of employees receiving regular performance and career development reviews (Additional)	Training and development
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity (Core)	Diversity and inclusion
	Society	
SO5	Public policy positions and participation in public policy development and lobbying (Core)	Public policy
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country (Additional)	Public policy