Sustainability in action

From epic challenges
to integrated solutions
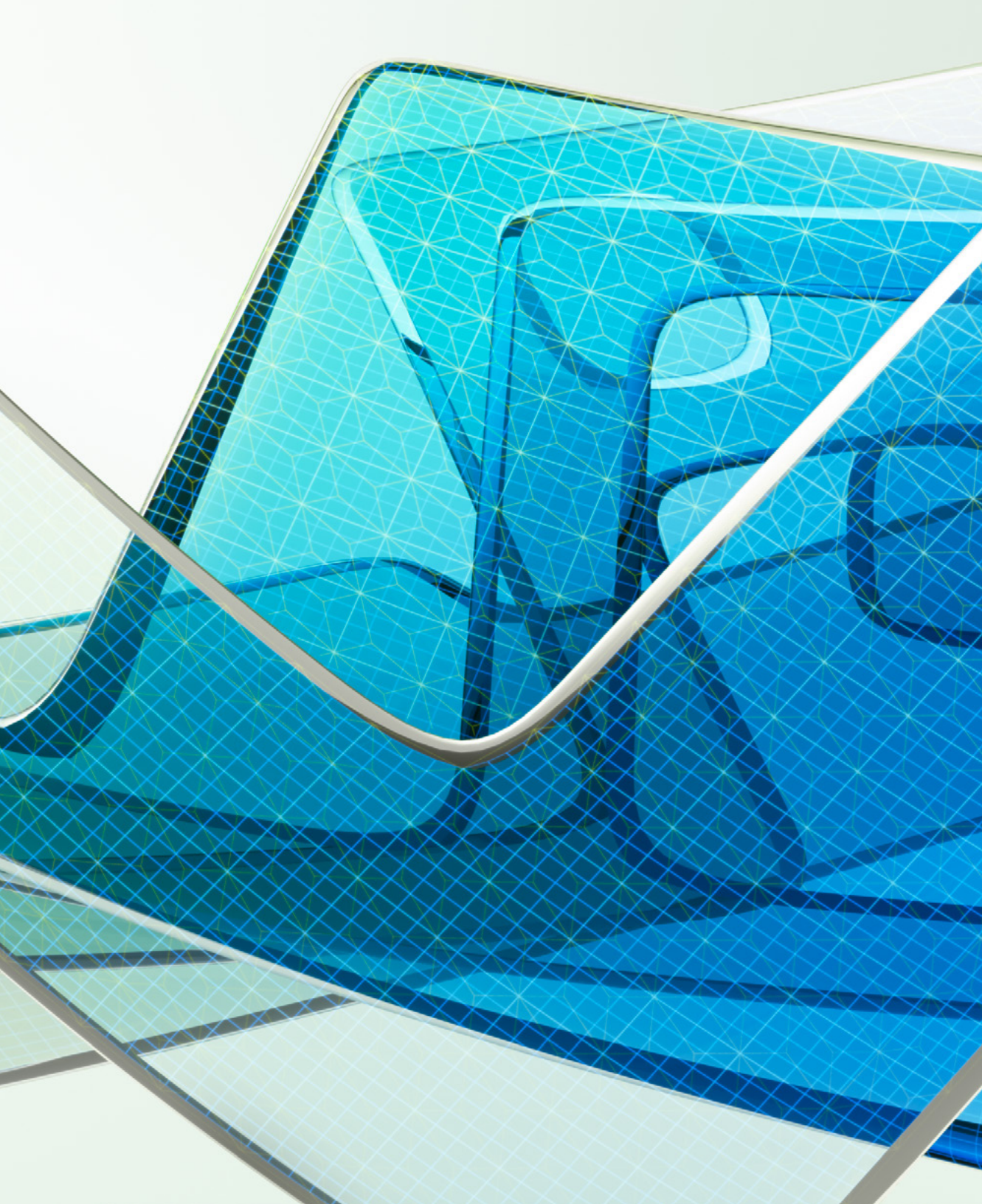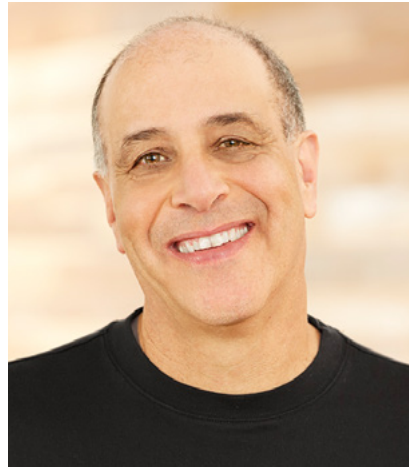
AUTODESK

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Letter from our CEO

The world is changing rapidly. By 2050, our planet will be home to 10 billion people. About 95 percent of us will live within a day's drive of a city, adding stress to already aging infrastructures. As the middle class grows to 5 billion, increased prosperity will contribute to explosive consumer growth and manufacturing. This intense population growth and the resulting demographic shifts will push our planetary resources, including energy and water, to their limit.

The process of designing and making things is changing just as rapidly. The combination of digital design and digital manufacturing is redefining the future of making things—revolutionizing businesses and even entire industries. This transformation offers unprecedented potential not only to rethink design but also to create new manufacturing models that advance sustainability. To achieve this, our customers need integrated environments that enable them to move seamlessly and quickly from design through to production. They need to collaborate widely, and require access to data management and simulation capabilities to understand and optimize the impact of whatever they are making. In response, we are delivering cloud-based collaboration platforms, such as Autodesk® Fusion 360™ software, that are accessible and affordable to everyone.

Of all the social and environmental challenges we face, none is more pressing than climate change. This promises to be a breakthrough year at the global, national, local, and company level. We support an international agreement to curb climate change and we look forward to advancing the policy conversation during the coming year. An improved policy framework will accelerate the incredible gains that designers are already making in this area. To drive this progress, we're continuing to expand the solutions we offer, helping customers secure a competitive advantage by designing high-performance buildings, developing resilient cities and infrastructure, and creating more efficient products. We're also always looking for ways to improve our carbon footprint. I am excited to announce that we are committing to power our business with 100 percent renewable energy.

To succeed and thrive, we need unprecedented innovation and participation. In 2014, we expanded our Cleantech Partner Program into China—a key market that is making bold commitments to tackle climate change. We launched the Autodesk® Foundation—the first foundation to invest in people who are using design to tackle social and environmental challenges—and continued to grow our Technology Impact program, which provides impact designers worldwide with access to our software. And we are exploring ways to engage our more than 225 million consumer users in sustainable thinking.

Our employees are leading these changes within Autodesk and developing solutions with our customers and business partners. They bring tremendous energy for sustainability, and our new Employee Impact program supports their enthusiasm, drive, and commitment. I also share our employees' passion for continuing to advance diversity and inclusion at Autodesk and across the industry. A diverse workforce reflects the markets we serve, enriches our culture, broadens our perspectives, and ultimately improves decision making and strengthens our company.

This report describes our efforts and progress in sustainability during the past year—and it reiterates my commitment, and that of Autodesk leadership and employees, to imagine, design, and create a better world.

Please join us.

Sincerely,

Carl Bass
Chief Executive Officer
Autodesk

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Strategy for designing a better world

We believe in the power of design.

As the global population moves toward 10 billion—a level experts anticipate we'll hit by 2050—designers worldwide are using their skills and talents to imagine, design, and create a better world where everyone can live well and live within the limits of our planet.

Population growth and demographic shifts will lead to more people moving into urban centers (putting more stress on aging infrastructures) and explosive consumer growth (leading to an increase in manufacturing). Our planetary resources will be pushed to their limit. Billions of people already feel the effects of inadequate access to water and healthcare, rising energy demands, and climate change. We have an unprecedented opportunity to develop solutions that will improve the lives of every person on the planet.

Design has the potential to disrupt the status quo and provide more for people while demanding less from the planet. We're seeing this vision of the future take shape in building designs that dramatically reduce energy needs, creative solutions from individual makers worldwide, and new approaches to product development and manufacturing that deliver higher-quality, more customized goods that are created locally and reduce materials waste.

Autodesk develops technology used by millions of architects, engineers, students, and makers—empowering them with tools to optimize the environmental and social impact of their designs. Through our commercial products and investments in clean technology and impact design, we enable the design-led revolution.

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

Provide the best sustainability solutions

Autodesk's biggest opportunity to make a positive impact in sustainability is by delivering products and services that make sustainable design easy, insightful, and cost-effective. Our customers use our products and services to improve decisions that have substantial and long-term environmental impacts—from planning cities and designing buildings to capturing rainwater and prototyping efficient vehicles.

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

Deliver learning and training opportunities

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

Through the Autodesk® Sustainability Workshop, the Building Performance Analysis Certificate (BPAC) Program, and our stand-alone sustainable design courses, students and professionals are learning how to use design technology and analysis tools to make better, more sustainable decisions during every step of the design process. Autodesk also provides support for younger students exploring a future in design-related fields through a variety of programs. For example, the Digital STEAM Workshop enables high school students to download Autodesk® software at no charge and then create and share their designs.

Expand access to technology for impact designers

Solving complex challenges requires bringing more people, more ideas, and the best thinking to the table. We invest in and support impact designers who are creating solutions for positive environmental and social impact—a commitment solidified with the establishment of the Autodesk Foundation in 2014.

Through the Autodesk Foundation, the Autodesk® Technology Impact Program, and the Autodesk® Cleantech Partner Program, we're helping nonprofits and entrepreneurs design high-impact solutions to social and environmental challenges by providing them with funding, training, and easy access to our professional software suites at either no charge or for a small license fee. To promote sustainable design even further, we provide knowledge-sharing platforms and discounted or no-fee software for early adopters, students, customers in emerging economies, and makers and other consumers.

Lead by example

Our employees are our greatest asset for driving positive impact. We support their passion, drive, and talent with programs and opportunities that help them create a better world at work, at home, and in the community. They drive our culture of impact whether they are lending their skills to a foundation grantee, volunteering with coworkers, or developing our latest design tools.

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

Materiality assessment

In 2013, we worked with consulting firm BSR to engage Autodesk executives and content experts from across the company's business groups, functions, and regions to evaluate the social and environmental issues that have the largest impact on our success as a company and the most relevance to global sustainable development. We also assessed the level of influence that Autodesk has in each area and how each factor might evolve between now and 2050. Through this process, we looked for gaps or blind spots in our strategy and worked to identify emerging issues.

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

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

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

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

• Advance sustainable design education

• Ensure the privacy and security of the data Autodesk collects

• Ensure diversity and equal opportunity within our workforce

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

• Invest in Autodesk employee training and development

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

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

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

We support the work of the Sustainability Accounting Standards Board (SASB), which aims to develop sustainability accounting standards that public corporations can use to disclose relevant information to investors. Although SASB standards apply to financial reporting, we have considered the organization's insights related to materiality as a part of our reporting process and will continue to do so in the future.

Sustainability governance and management

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

Team	Focus area	Responsibilities	Reporting structure
Sustainability Solutions Team	New products and services	Work across the company to develop solutions that address the energy-, water-, and materials-related business challenges of our customers in the building, infrastructure, and manufacturing industries.	Reports to the senior vice president of information modeling and platform products
Building Performance Analysis Team	Building performance analysis products	Develop solutions to analyze building performance and enable designers to maximize energy efficiency before construction begins. Work closely with other product teams to ensure analysis is well integrated into Autodesk solutions.	Reports to the senior vice president of information modeling and platform products
Corporate Real Estate, Facilities, Travel, Safety, and Security Team	Real estate, facilities, travel, safety, and security	Set strategies to improve our facilities' environmental performance and the sustainability of employee travel. Establish and enforce policies and track trends related to environmental health, safety, and compliance.	Reports to the vice president of corporate real estate, facilities, travel, safety, and security
Environmental Core Team	Operational performance	Act as an executive advisory board, establishing priorities and goals and creating plans to improve environmental performance. Promote and report these efforts throughout the company.	Reports to the CEO's staff
Corporate Sustainability Team	Cross-company sustainability programs	Work across the company to deliver learning and training resources; support makers, impact entrepreneurs, and cleantech; provide access to software; engage employees to create impact; optimize Autodesk's sustainable business performance; and manage sustainability reporting for the company.	Reports to the chief marketing officer
Autodesk Foundation	Impact design	Invest in and support the most impactful individuals and organizations using design to create a better world. The foundation is a 501(c)(3) organization funded by Autodesk.	The Foundation CEO and president is accountable to the Foundation's board of directors

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

Stakeholder engagement

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

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

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

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

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

Autodesk stakeholder groups

• Customers and prospective customers

• Employees and prospective employees

• Students and educators

• Government/policy makers

• Investors

• Suppliers

• Resellers and channel partners

• Software developers

• Industry associations

• Nongovernmental organizations

• Local communities

• Nonprofits

• Press and analysts

Public policy

At Autodesk, we participate in 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 2015 to advance sustainability principles. We focused on issues related to clean technology, climate change, and building and infrastructure development.

During fiscal year 2015, representatives from Autodesk:

• Were appointed to the Technical Advisory Committee for the Mind the Science, Mind the Gap initiative (sponsored by the World Resources Institute, CDP, WWF, and the Global Reporting Initiative), which is focused on advancing and standardizing the use of science-based target setting to reduce GHG emissions

• Sat on the Advisory Board of SASB—an independent nonprofit, which aims to develop sustainability accounting standards for public corporations

• Joined the San Francisco Planning and Urban Research think tank, which helps shape regional and municipal policy

• Participated in the Business Council on Climate Change in San Francisco, California, to increase dialog between local businesses and city government and align on shared objectives

• Worked with the Singapore Sustainable Business Federation to promote and recognize green technology solutions in that country

• Advocated for and promoted the clean technology industry in China and Australia (see page 13 for more details)

These efforts supported our commitment through the global Caring for Climate initiative to engage with national governments, intergovernmental organizations, and civil society to create ways for businesses to help build a low-carbon and climate-resilient economy.

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not contribute to state or local candidate committees in fiscal year 2015. However, we did contribute to a San Francisco ballot initiative related to transportation and transit in the city ("The Committee for Reliable Transportation, and Better, Safer Streets"). See historical data on page 29.

Products and services

Through its products and services, Autodesk strives to make sustainability easy, insightful, and cost-effective. Our customer base has a sizeable reach with great potential to create positive environmental change. We continually improve Autodesk Sustainability Solutions and then apply them in our own facilities, using our buildings as living labs to showcase how our products can improve environmental performance. In addition, we work to increase access to our technology, educate students and professionals in the principles of sustainable design, and make strategic investments to advance new ideas in sustainable design. For information about how we protect the privacy and data security of customers who use our products and services, see page 19.

Professional customers and consumers

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

An increasing number of customers use our Sustainability Solutions to design new assets or improve existing ones. We continue to improve our products and services to help customers increase their ability to deliver sustainable projects.

Since we formed the Autodesk® Consumer Group in 2010, we have grown our user base to more than 225 million individuals across web, mobile, and desktop platforms. We offer a broad portfolio of free or low-cost mobile and web-based tools, as well as online communities, for artists, makers, gamers, home enthusiasts, and students. We also strive to advance economic opportunities for these customers by providing a space for them to sell their creations—such as graphics, fonts, and themes—through Creative Market. These consumer tools and communities provide an opportunity to engage more people in sustainable thinking. One way we do this is through our Instructables® community (see page 12).

Incubating sustainable design

At Autodesk, we create software that helps designers tackle some of the world's most pressing social and environmental challenges. We further support those designers by providing them with opportunities to connect with others who have similar passions and by making strategic investments in their businesses that help nurture new ideas and advance innovations in sustainable design.

- **Support for startups:** Through our Startups-in-Residence program, we provide selected entrepreneurs in the Boston area with office space and access to Autodesk products and Autodesk employees. This helps to build connections between designers working on solutions to today's challenges and enables our team to connect to entrepreneurs at different stages of innovation. The program began in April 2014, and we had supported five startup companies by the end of fiscal year 2015.

- **Collaboration with Panoramic Power:** In fiscal year 2015, Panoramic Power announced our investment and a plan to begin technical collaboration that will use Autodesk® Building Information Modeling (BIM) solutions and Panoramic Power's solution for device-level energy management. This collaboration will help optimize building performance and enable customers to improve efficiency, reduce energy and operational costs, and identify equipment that requires maintenance before it fails.

- **Investment in Lucid Design:** Autodesk began piloting Lucid Design's Building OS platform in several facilities in 2013. The technology creates a connective hub for systems and devices and provides building management tools to help customers make better decisions and improve building performance. Autodesk invested in Lucid Design in fiscal year 2015 to support further innovation.

- **Collaboration with Impact Infrastructure:** In fiscal year 2015, Autodesk partnered with Impact Infrastructure to bring AutoCASE—a new triple bottom line analysis tool—to market. AutoCASE gives customers the ability to evaluate the financial returns as well as the social and environmental impacts of their projects and easily update their analysis when new information becomes available. For more about AutoCASE, see page 10 or visit our website.

Sustainability Solutions

The biggest opportunity for Autodesk to advance sustainability is through our products and services.

Today's designers, architects, and engineers are faced with significant business constraints: Energy demand is expected to double by 2030 and, at the same time, an 85 percent reduction in GHG emissions is needed to stabilize the climate by 2050. These two realities are on a collision course. Meanwhile, at current usage, global demand for water will outstrip supply by 40 percent in 2030.

Incorporating environmental sustainability into products, processes, and assets is not only a differentiator, it's a business imperative—with significant opportunities to

enhance profitability, decrease risk, and win new business. At the same time, we're seeing intensifying regulatory standards from local and national governments worldwide. For example, North America, the European Union, and China are enacting a variety of regulations that will curb emissions, green their buildings, and protect water resources over the next five to ten years.

For these reasons, sustainable design strategies have become a standard market expectation, alongside traditional considerations such as cost and durability. At Autodesk, we strive to make sustainability easy, insightful, and cost-effective in high-impact industries.

We combine software workflows with consulting services to deliver modeling, simulation, analysis, and process management solutions that streamline and democratize sustainable design. These solutions enable informed decisions throughout an asset's lifecycle, empower more people and organizations to incorporate environmental considerations without expensive subject matter experts, and optimize materials choices and the energy and water footprint of products, assets, and processes.

Autodesk Sustainability Solutions help customers uncover recurring benefits from energy, water, and materials stewardship across the asset lifecycle. We focus on the major economic sectors with the largest environmental impact: buildings, infrastructure, and manufacturing.

The opportunity for sustainable design

Buildings are among the biggest consumers of energy on the planet—accounting for more than 40 percent of U.S. energy use. Globally, buildings represent an estimated 38 percent of the total GHG emissions reductions needed to stabilize the climate by 2050.*

Aging **infrastructure** worldwide is already straining to keep up with population growth, and the UN predicts that urban populations could grow by 2.5 billion people by 2050, with close to 90 percent of the increase concentrated in Asia and Africa.**

From product materials selection to industrial operations, the **manufacturing** sector offers many opportunities to minimize environmental impact.

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

**2014 Revision of the World Urbanization Prospects.

Autodesk Sustainability Solutions for building, infrastructure, and manufacturing

Rapid energy modeling for existing buildings
This streamlined process for energy analysis allows users to screen a single building or a group of buildings to identify the best candidates for retrofits quickly and remotely, prior to costly site visits. Learn more.

Materials Life Cycle Assessment (Tally)
Tally®, a new plug-in for Autodesk® Revit® software, enables better decision making using thinkstep's GaBi environmental dataset of construction materials. Designers can quantify the embodied impacts of building materials, components, and assemblies and gain quick insight into the environmental trade-offs of different design scenarios. Learn more and watch a demo.

High-performance building design
New analysis tools make it possible to simulate and analyze performance in high-impact areas (such as lighting, energy, and airflow) through all stages of the design process using tools such as Revit 2015 and Autodesk® FormIT® free mobile app. Learn more.

Data center energy efficiency
Autodesk® Simulation CFD software empowers design teams to improve efficiency, maximize "free-cooling" to reduce power usage, and accurately determine if an existing space can be reconfigured to avoid a costly expansion. Learn more.

Triple bottom line analysis (AutoCASE)
AutoCASE is a new plug-in for Autodesk® design software that automates analysis of economic, social, and environmental costs and benefits from within the virtual design environment. Teams can assess impacts immediately as design changes occur and use this information to increase their chances to win financing and buy-in from the community. Learn more.

Factory energy management
With Autodesk® Factory energy management solutions, factory owners can design and communicate efficient layouts by creating a digital model of a new or existing factory. Computational fluid dynamics (CFD) simulations can then generate a clear analysis of energy consumption and help owners better understand airflow and cost-effective ways to optimize HVAC system performance. Learn more.

Hear from Autodesk customers and see our Sustainability Solutions in action

Glumac, a leading firm in sustainable design, uses Autodesk® Green Building Studio® energy analysis software and Simulation CFD in a Revit-based design process—accessing cloud-based services to conduct analysis quickly. Learn more.

Learn more about the AutoCASE tool for triple bottom line valuation of infrastructure projects, watch it in action, and hear what customers have to say.

Learn how the URS Corporation—a leading provider of engineering, construction, and technical services—uses Autodesk's rapid energy modeling solution to offer sustainability services to their clients.

Visit our Sustainability Solutions website for more information about our solutions for the building, infrastructure, and manufacturing industries, plus links to case studies, demos, and customer testimonials.

Autodesk as a living lab

We often use our Sustainability Solutions in our own operations. This helps us test and refine the functionality of our solutions, improve our own environmental performance, and showcase how customers can use our solutions to meet their own sustainability objectives.

Learning and training

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

Online learning

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

- Autodesk Sustainability Workshop is a free online knowledge base that teaches the principles and practice of sustainability in engineering, architecture, and design. Short, engaging videos and articles that teach the fundamentals of sustainable design are paired with case studies and tutorials that illustrate how to put complex concepts into practice with Autodesk tools. Since launching in 2010, the Sustainability Workshop has received nearly 2 million visits, and hundreds of educators and academic institutions worldwide have integrated the materials into their classes.

- Autodesk's Building Performance Analysis Certificate (BPAC) Program is the first of its kind. This free, online course teaches building science fundamentals and Autodesk building performance analysis tools. Since the course launched in 2013, more than 12,000 people have registered, 75,000 course hours have been completed, and about 275 educators worldwide are using it to supplement coursework.

- In 2014, we launched individual course offerings for professionals seeking continuing education credits and students and educators who are looking for more flexibility in their course selections. Thirteen individual courses are available in high-performance building design, simulation CFD for building design and architecture, engineering, and construction (AEC) applications.

- The online Autodesk® BIM Curriculum for AEC was created to prepare learners for professional practice in AEC management. The Autodesk BIM Curriculum site, which has received more than 1.4 million views, has extensive learning materials, videos, exercises, assessments, and more to teach BIM and sustainable design practices, along with integrated project delivery (IPD) concepts.

- The Autodesk® Simulation Workshop helps increase students' and practicing engineers' fundamental understanding of how computer-aided engineering software tools work. Using Autodesk simulation and analysis tools, the workshop connects theory, numerical methods, and application to provide students with a real-world understanding of their learning.

- The Digital STEAM Workshop invites high school students to download Autodesk software at no charge and then create and share their designs. It includes design-based projects with extensive content, lesson plans, data sets, and videos that guide users through the development of designs that demonstrate their mastery of core topics in STEAM and design-based disciplines.

Partners and sponsorship

We support the passions of students and professionals outside the classroom as well by creating and sponsoring sustainable design competitions, such as the Cradle to Cradle Product Design Challenge. This competition challenges participants to "eliminate the concept of 'waste' by designing products with materials that may be perpetually cycled to retain their value." The initiative is a partnership between Autodesk and the Cradle to Cradle Products Innovation Institute.

Autodesk also works closely with industry-leading organizations such as the American Institute of Architecture Students, the U.S. Green Building Council, and Architecture 2030. Through these relationships, we fuel creativity and help students and professionals understand how to integrate sustainable design strategies into their work (both now and in the future).

Access to technology

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

Discounted and no-fee software

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

- **Nonprofit and community organizations:** In fiscal year 2015, we donated software worth US$6.8 million through the Autodesk Technology Impact Program, which supports nonprofit organizations using design to solve epic challenges. Learn more about the program later in this section.

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

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

- **Students:** Autodesk Education has provided access to Autodesk software to more than 200 million students, educators, and institutions with no fee. In 2014, we completed our multiyear education business model transformation by providing access to our desktop software to any student, teacher, or school in the world at no charge.

  » Through the Autodesk Education Community, students and educators can access more than 65 titles of Autodesk professional-grade software at no charge. Since the Community's inception in 2006, more than 12 million students and educators have registered, including nearly 3 million in 2014.

  » Through Autodesk® Academic Resource Center (ARC), schools gain access to Autodesk software for their classrooms and labs at no charge.

The value of the software we donated through these programs was in the billions of dollars for fiscal year 2015.

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

- **Consumers:** We make our technology accessible to everyone from artists and makers to gamers and home enthusiasts. More than 225 million individuals have accessed the consumer products and communities we offer at low cost or no charge.

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

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

Information sharing

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

- Instructables is an online community where creative people share innovative projects and ideas, including projects related to sustainability issues such as solar energy, greywater, and upcycling. Instructables also runs a variety of sustainability-focused contests such as green design and e-waste reduction challenges.

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

- Autodesk Sustainability Workshop is an online resource that teaches the principles and practice of sustainability in engineering, architecture, and design with no fee. Learn more on page 11.

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1. Products are subject to the terms and conditions of the end-user license and services agreement that accompanies the software. Software for students and educational organizations are for educational purposes only and are not intended for commercial use.

Partnering for clean technology

The Autodesk Cleantech Partner Program supports entrepreneurs who are designing clean technology solutions to solve environmental challenges. We provide participants with up to US$150,000 worth of software at no charge, which they can use to design, visualize, and simulate their groundbreaking ideas through the creation of digital models and prototypes.[1] Through this program, we have supported thousands of companies across 30 countries, including China, where we launched the program in fiscal year 2015. The launch in China attracted the interest of more than 35 media outlets and aligns well with the Chinese Central Government's push for a greener China.

We also work with leading cleantech incubators, governments, and others to identify entrepreneurs who can benefit from the use of Autodesk tools and to advocate for and promote the industry.

- **Australia:** We partner with the Australian Department of Industry and are the principal sponsor of the Australian Technologies Competition
- **China:** We signed a memorandum of understanding with the China Industrial Energy Conservation and Cleaner Production Association to accelerate clean technology development in that country
- **Europe:** We collaborate with Cleantech Scandinavia through the Nordic Cleantech Open competition
- **North America:** We work closely with incubators such as MaRS Discovery District, Greentown Labs, and Los Angeles Cleantech Incubator to accelerate cleantech startups
- **Worldwide:** We partner with Cleantech® Group to provide exposure for cleantech innovators and help them engage with investors and sustainability thought leaders

Technology Impact Program

Established in 2013, the Autodesk Technology Impact Program provides software donations to nonprofit organizations and individuals that are using design to help solve social and environmental challenges and create a better world. Qualifying applicants can receive initial grants of two professional Autodesk software suites—valued at up to US$15,000—for US$99 per license. In fiscal year 2015, 375 organizations participated. Through this program, we support nonprofits such as The Citizens Foundation, Evidence Action, and the ShadowView Foundation, helping them pursue breakthrough ideas in the areas of education, access to clean water, humanitarian protection, and environmental conservation. Through this program, we also provide Autodesk Foundation grantees with our technology.

Accessibility

Autodesk recognizes the importance of Section 508 of the Rehabilitation Act, which requires that U.S. federal agencies' electronic and information technology be 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.

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1. Value is based on up to five commercial licenses of each application unless otherwise noted. Autodesk® 360 services for up to five single user authorizations for one year.

Environment

As we empower our customers to create a more sustainable world, we also hold ourselves to high standards. We implement best practices—with a focus on reducing energy use and GHG emissions, since those represent the most significant environmental impacts from our operations. This demonstrates our commitment through the global Caring for Climate initiative to reduce our own carbon footprint while helping our customers improve their environmental performance. We also strive to use water, materials, and other resources efficiently, in our own facilities and across our value chain.
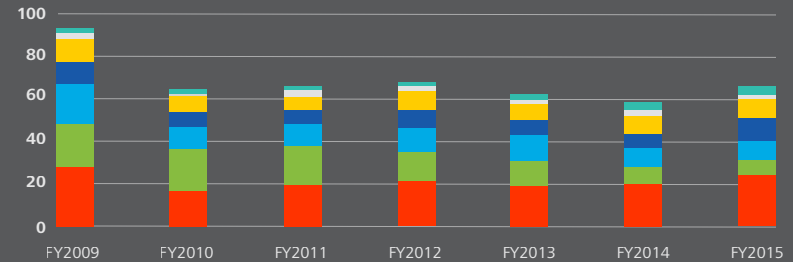
Carbon footprint

Autodesk increased revenue by 11 percent in fiscal year 2015 compared with fiscal year 2014, while increasing absolute GHG emissions by 12 percent during that same period, to 67,700 metric tons carbon dioxide equivalent (CO_2e). Our footprint is 27 percent smaller in absolute terms than in 2009, our baseline year. During fiscal year 2015, Autodesk's CO_2e emissions decreased by 6 percent per employee and increased 1 percent per dollar of revenue, compared with the prior year. See the chart above and our performance summary on page 27 for detail. The following pages also offer more information about the progress we have made to reduce our emissions.

27% ↓ Reduction in Autodesk carbon footprint since our baseline year (fiscal year 2009)

Autodesk follows the Greenhouse Gas Protocol Corporate Standard for carbon measurement and reporting. This year, we added Scope 3 emissions for capital goods and our cloud services providers to the inventory and restated our historical emissions for those categories. Newly reported emissions for capital goods are included in supply

**GHG emissions by activity
(Thousand metric tons CO_2e)**

Hover over items in the legend to see related values.

chain and emissions for cloud services providers are combined with other data center emissions.

We calculate our inventory using primary and secondary data whenever possible. For these new emission areas, we applied Carnegie Mellon University's economic input-output model, using 2002 data to calculate emissions. While we consider this approach to be rigorous, it introduces uncertainty to these categories due to the age of the data and because it is not specific to Autodesk. In the coming years, we plan to supplement this approach with primary and secondary data from our suppliers through participation in CDP Supply Chain.

As in fiscal year 2014, Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 GHG emissions inventory for fiscal year 2015. They will also provide methodological assurance for the complete inventory.

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

• See page 27 for data related to energy and GHG emissions by Scope 1, 2, and 3, and GHG emissions normalized per Autodesk's relative contribution to world GDP, per US$ revenue, per employee, and per active square foot of real estate.

• See page 9 for information about how we help our customers and their customers decrease GHG emissions through the use of our products.

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

Reduction target for GHG emissions

Autodesk's Corporate-Finance Approach to Climate-Stabilizing Targets (C-FACT) methodology calls for companies to reduce GHG emissions in line with global scientific and policy climate stabilization targets, and in proportion to their relative contribution to the economy. This approach is compatible with the Mind the Science, Mind the Gap initiative, which is focused on standardizing science-based targets and is sponsored by the World Resources Institute, CDP, WWF, and the Global Reporting Initiative. In early 2014, we introduced a modified version of C-FACT for cities.

We are committed to following this approach through 2020. This year, we met our 27 percent absolute reduction target, established using our C-FACT methodology, compared with our restated fiscal year 2009 baseline. Our fiscal year 2016 target is a 32 percent absolute reduction, also compared with fiscal year 2009. Learn more about C-FACT.

Employee travel and meetings

Autodesk is a global company, so employee travel is vital to our business. In fiscal year 2015, nonconference business travel resulted in 24,800 metric tons of CO_2e emissions, 37 percent of the total Autodesk carbon footprint, and 21 percent more than the prior year.[1] See page 27 for detailed energy and GHG emissions data.

In fiscal year 2015, Autodesk:

- **Avoided travel through use of virtual collaboration tools:** Employees used our high-definition TelePresence systems for a total of over 15,000 call hours[2] during the year. This was an increase of about 8 percent compared with the previous year. The number of desktop audio and video sharing sessions increased by 32 percent.

- **Selected efficient cars:** Our use of hybrid and other fuel-efficient rental cars increased 8 percent this year. Twenty-five percent of all rentals were hybrids and 82 percent of all rentals were rated for more than 28 miles per gallon.

- **Decreased the environmental impact of our meetings:** Through our strategic meetings management program, we train meeting planners about best practices and core sustainability concerns, incorporate sustainability questions into the Autodesk green rating system for hotels, and include sustainability expectations in standard meeting contract language. The program (which includes, but is not limited to, sustainability issues) saved Autodesk more than US$1 million in fiscal year 2015.

Targets	Progress in FY2015
Select high-fuel-efficiency vehicles for at least 85 percent of hired cars by fiscal year 2019	Achieved **25 percent**
Reduce overall GHG emissions from rental cars by 30 percent by fiscal year 2019 (baseline fiscal year 2013)	Achieved **12 percent**

Facilities

In fiscal year 2015, energy use in our facilities resulted in 7,120 metric tons of CO_2e emissions, 11 percent of the total Autodesk carbon footprint, and 25 percent less than the prior year. See page 27 for detailed energy and GHG emissions data, including purchases of carbon-neutral energy and renewable energy certificates and offsets.

We use a variety of approaches to reduce GHG emissions and associated costs related to our facilities, including the use of our own products. In addition to enhancing our performance, this can serve as a showcase for customers and potential customers. For example, in fiscal year 2015, Autodesk® Building Design Suite was used to design our new Leadership in Energy and Environmental Design (LEED®)–certified San Francisco Spear Tower office space.

In fiscal year 2015, Autodesk:

- **Continued to expand our sustainable facility strategy:** We assess our facilities' environmental operating practices in areas such as energy and water conservation, waste management, green procurement, and indoor air quality management, and then create customized sustainability improvement plans. This year, we increased the proportion of assessed facilities to 81 percent of our total square footage. The scores of those facilities continue to be 10 percent higher than the industry average.[3] Sites representing 60 percent of our total space, up from 24 percent last year, have fully implemented the recommendations they received. In our Montreal office, one of the top projects identified through this process is forecasted to save more than US$48,000 and 162 metric tons of CO_2e emissions in the first year post-implementation.

- **Increased LEED certifications:** In fiscal year 2015, we were awarded five additional LEED certifications. This increased our total LEED certifications to 19 (12 Platinum, four Gold, and three Certified), which represents 32 percent of our total square footage.[4] See a list of certifications in footnote 3 on page 29.

- **Increased renewable energy use:** Use of renewable energy in our real estate portfolio represented 40 percent of our global electricity consumption, up from 33 percent the prior year. This includes onsite generation at our Pier 9 facility in San Francisco, California, and at our offices in Manchester, New Hampshire.

Targets	Progress in FY2015
Implement customized sustainability improvement plans for all benchmarked Autodesk sites by fiscal year 2017	Implemented plans in sites representing **60 percent** of total square footage

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

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1. Autodesk reports emissions from event-related travel separately from regular business travel in the GHG emissions by activity graph (previous page), although these activities are combined in the business travel line on page 27.
2. This value consists of actual data plus estimated usage for the first quarter of fiscal year 2015. The need for estimation is a result of a vendor and team transition.
3. Compared with the average score in the leased building industry of other building portfolios that use this rating system.
4. As of January 1, 2015.

Major events

In fiscal year 2015, our two biggest events—Autodesk University and One Team Conference—together resulted in 11,300 metric tons of CO_2e emissions, 17 percent of the total Autodesk carbon footprint and 63 percent more than the prior year. This increase is due to a refinement in calculation methodology as well as an increase in conference attendance.

In fiscal year 2015, Autodesk:

- **Made exhibit halls more sustainable:** We focused on making the exhibit hall at Autodesk University as sustainable as possible. Based on partnership with our suppliers, exhibitors, and the venue, the event sent 65 percent less waste to landfill compared with fiscal year 2014. We accomplished this through reducing food waste, reusing and donating carpet and booth materials, and by gaining commitments from exhibitors to reduce giveaways and printed materials. We also implemented many of these waste reduction practices at our One Team Conference. Our documented sustainability best practices for event planning help our staff evaluate alternatives and reduce environmental impacts.

- **Reused and recycled graphics:** The number of exhibitors that committed to reuse and recycle graphics elements increased by 25 percent over fiscal year 2014.

In the coming year, we will partner with our vendors to further reduce waste and GHG emissions from events.

Data centers and IT operations

Data center energy use has the largest environmental impact of Autodesk IT operations. During fiscal year 2015, it resulted in 4,860 metric tons of CO_2e emissions, about 7 percent of Autodesk's carbon footprint and 6 percent more than the prior year. IT-related emissions from Autodesk facilities are reflected in the Facilities section on the previous page.

In fiscal year 2015, Autodesk:

- **Analyzed the impact of our supplier-hosted cloud services:** Some of Autodesk's cloud services are managed in third-party data centers. We used an input-output analysis to estimate that the emissions from these services in fiscal year 2015 equaled 3,110 metric tons of CO_2e. We have started to explore collaborations with our cloud service providers to

further understand and mitigate the GHG emissions related to delivering these capabilities to our customers.

- **Invested in server virtualization:** Server virtualization optimizes the use of equipment and decreases the need to run and cool physical servers. Autodesk has virtualized more than 90 percent of its servers, including those that support its internal operations as well as its customers.

- **Used rating systems to improve efficiency:** We continued to use ENERGY STAR to select hardware for our data centers and the Electronic Products Environmental Assessment Tool (EPEAT) to select desktop hardware. We are also expanding our presence in LEED–certified and U.S. EPA ENERGY STAR–certified data centers. For new data centers in Europe, we are committed to expanding best practices for hardware and site selection and selecting vendors that are ISO 50001 Energy Management standard– and ISO 14001 Environmental Management Systems standard–certified.

Targets	Progress in FY2015
Source 100-percent renewable energy in new data centers in Europe by the end of fiscal year 2017	New goal
Implement virtualization and load shifting to save energy in at least 40 percent of our customer-facing data centers by the end of fiscal year 2016	New goal

Supply chain

In the past, we have focused our supply chain GHG emissions reporting on manufacturing, assembling, and delivering physical software media; and on packaging and powering electronic software downloads. This year, we have expanded coverage and updated historical data to include the category of Capital Goods. During fiscal year 2015, supply chain activities resulted in 7,600 metric tons of CO_2e emissions, about 11 percent of Autodesk's carbon footprint and 9 percent more than the prior year.

In fiscal year 2015, Autodesk:

- **Increased customer use of electronic downloads:** In the fourth quarter of fiscal year 2015, the number of Autodesk software downloads exceeded the number of boxes we shipped for the first time. During the year, electronic downloads replaced shipments of more than 624,000 boxes, reducing the associated GHG emissions by more than 760 metric tons CO_2e.

In coming years, we intend to report on our efforts to mitigate GHG emissions from a broader set of suppliers.

See page 20 to learn about our Partner Code of Conduct and our green procurement guidelines.

Waste in operations

Autodesk collects and reports waste data for our headquarters campus in San Rafael, California, as well as select other sites. See data on page 28.

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

We also estimate the GHG emissions impact of waste from Autodesk events and the end-of-life phase of Autodesk products. In fiscal year 2015, these represented 631 metric tons of CO_2e emissions, about 1 percent of Autodesk's carbon footprint, which is significantly more than the prior year due to a new calculation methodology.

In fiscal year 2015, Autodesk:

- **Expanded waste management and materials-efficiency efforts:** We continued to improve materials reduction, green printing practices, and waste diversion practices through recycling, composting, and waste-to-energy, where available.

- **Diverted waste at conferences:** At Autodesk University, we sent 65 percent less waste to landfill in fiscal year 2015 compared with fiscal year 2014.

- **Decreased product-related waste:** See information about reducing packaging and increasing customer use of electronic downloads on page 16.

Water use in operations

Water is not a material issue for our operations. However, we recognize that water scarcity is an increasing risk globally. We take steps to reduce water use in many of our offices through efficient fixtures and toilets, right-sized cooling equipment, and conservation.
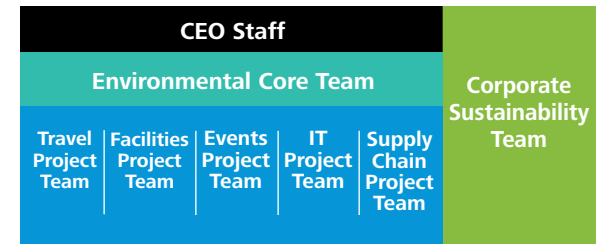
Corporate environmental management

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

Our Environmental Core Team (see graphic), which includes senior leaders from across the business, institutes sustainability best practices throughout our operations. Together with the Corporate Sustainability Team, these executives are responsible for: understanding the environmental impacts of our business; establishing priorities, goals, and plans for reducing those impacts; and promoting and reporting efforts across the company. Project teams in turn support these responsibilities and execute our strategy in the company's largest environmental impact areas. These groups are co-led by the Corporate Sustainability Team and an Autodesk employee from each activity area.

Autodesk environmental management structure

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

Environmental compliance

Autodesk meets or exceeds all applicable environmental laws and regulations related to our business operations. In fiscal year 2015, we were not cited or fined for noncompliance of any environmental laws or regulations.

Ethics and compliance

At Autodesk, we're driven to conduct our business with the highest degree of honesty, integrity, and ethical behavior. We promote human rights wherever we do business, and take steps to safeguard the privacy and data security of our customers and employees.

Corporate governance

As of April 2015, the Autodesk board of directors has 10 directors, including Autodesk CEO Carl Bass. All current directors, other than Bass, are independent, according to the criteria for independence established by the NASDAQ Rules. This includes our chairman, Crawford W. Beveridge. Also, all members of board committees are independent. Three of our directors are women.

Additional information about the Autodesk board of directors, including standing committees, committee composition, committee charters, director biographies, and the company's Governance Guidelines is available on our Investors website. That website also includes information about stock trades by members of our board of directors and by Autodesk executive officers. The Proxy Statement within our Annual Report Fiscal Year 2015 provides information about and analysis of board of director and executive compensation.

Business ethics

We are committed to maintaining ethical business practices at Autodesk. Our Code of Business Conduct (COBC), adopted in 1997 and most recently amended in 2015, conveys our values and expectations. The COBC details our policies and procedures, and outlines the ethical considerations that guide our daily work. It covers areas such as equal opportunity, confidentiality, political contributions, anticorruption, free and fair competition,

and responsible business practices, including environmental protection, human rights, and philanthropy.

All Autodesk employees worldwide are required to complete COBC training annually and to certify that they have reviewed, understand, and agree to follow the COBC. In fiscal year 2015, 100 percent of Autodesk active employees completed the training. Our subsidiaries and contractors, suppliers, and service providers are also required to abide by our COBC.

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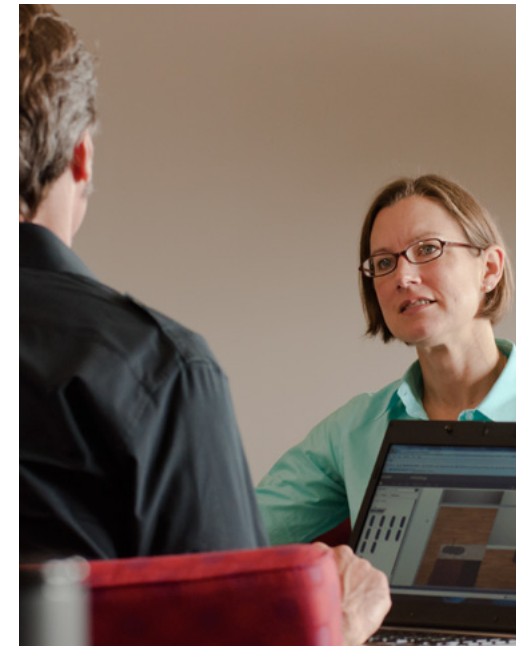
Anticorruption

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

To ensure understanding of our expectations, we provide in-person trainings on compliance issues, including anticorruption, for various employees and partners around the world. We also plan to launch an online anticorruption training module to a broader base of employees later in 2015.

Reporting concerns

Our COBC includes instructions for reporting possible violations of Autodesk policies or practices. The company's Business Ethics and Compliance Hotline enables employees and third parties to report suspected violations for investigation and resolution. The COBC prohibits reprisal or retaliation of any sort against anyone who makes a report in good faith.

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

Human rights

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

We expect our suppliers and other business partners to comply with all applicable laws and regulations, including those related to human rights. Our resellers and distributors are also obligated to comply with our Partner Code of Conduct (see page 20 for more details). Consistent with our culture of ethical behavior, integrity, and respect, we will continue to work with our suppliers and refine our own requirements and processes to reinforce our commitment to human rights.

Privacy and data security

Autodesk and its subsidiaries worldwide respect the rights of our customers, partners, and employees and take our responsibilities with regard to privacy and data security seriously. We protect information in a manner that addresses both legal compliance and strategic business concerns by reviewing and assessing our practices related to confidentiality, privacy, and security.

Autodesk is proud to be self-certified to the U.S.–EU and U.S.–Swiss Safe Harbor Frameworks, for both customer and human resources data. The Safe Harbor certification program provides a streamlined mechanism for U.S.–headquartered companies to comply with certain EU and Swiss data protection requirements regarding the collection, use, and retention of personal information. Certification demonstrates that Autodesk adheres to the Safe Harbor Privacy Principles of notice, choice, onward transfer, security, data integrity, access, and enforcement, and that we provide an adequate level of privacy protection as defined by the EU Privacy Directive. To maintain a current Safe Harbor certification, a company must certify each year that it complies with Safe Harbor Privacy Principles.

This certification demonstrates that Autodesk respects privacy and values the confidence and trust placed in us by our employees, customers, and partners. It serves as an essential foundation for our future business success—especially for our cloud-based offerings.

Privacy

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

Autodesk uses a "Privacy by Design" approach in the design of our software and online services, including cloud-based offerings. We follow the company's Privacy Principles and perform privacy impact assessments related to situations where personal or behavioral information is collected or used. Data collection or usage must include an appropriate level of transparency, as well as a mechanism to track end-user consent and enable end users to manage their choices, such as modifying or withdrawing consent.

We provide companywide privacy training for all employees and contingent workers, as well as role- and issue-specific trainings in targeted areas.

Autodesk Privacy Principles

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

Data security

To help provide security for customer information in the cloud, Autodesk maintains teams focused on data center location, business operations, facility characteristics, software controls, and risk mitigation. We have an incident response team and escalation procedure in place to manage and handle suspected data security incidents. Customers can find out more about the security of our cloud services at the Autodesk Trust Center.

Our global, interactive security awareness program includes live training events, web-based training, and hands-on technical activities to demonstrate how Autodesk employees should respond in the event of a data security incident. To further guide our employees, we documented an enterprisewide information security policy and related standards in 2014, which we are adopting throughout the company. This policy is in line with our Security by Design and Privacy by Design policies, as well as our Data Protection Policy.

Autodesk maintains a cross-functional Information Security Steering Committee composed of senior executives and an Information Security Working Group, consisting of stakeholders from each business unit. This working group promotes engagement across the company on information security issues.

Suppliers and business partners

We use our purchasing power and influence to promote socially and environmentally responsible business practices across our value chain. Our Partner Code of Conduct and green procurement guidelines set high standards and support the market for more sustainable products and services.

Social and labor standards

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

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

Our internal policy guidelines, which inform contract language, state our expectation that suppliers respect these rights. Many of our suppliers have well-established policies and programs in this area.

Conflict minerals

Autodesk is committed to promoting human rights across our value chain, and we are concerned about the issue of conflict minerals. Although this issue does not have a major impact on us since we are primarily a software company, we do produce a few hardware products. We are working to identify and eliminate conflict minerals in our supply chain, and we are committed to compliance in this area. View our 2014 Conflict Minerals Report for details.

Green purchasing

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

- Gather and assess supplier environmental performance data to inform choices and select options with lower environmental impact

- Review the environmentally preferable offerings of existing suppliers

- Seek out products with third-party certification and positive environmental attributes, including products that support water conservation and are energy-efficient, durable, recyclable, locally produced, and made with rapidly renewable resources

In some situations—particularly for suppliers such as travel vendors with substantial GHG emissions—Autodesk includes sustainability language in requests for proposal and vendor contracts. In some instances, we request suppliers to provide environmental information, including whether they have an environmental management system that is ISO 14001–certified. We review suppliers' environmental initiatives and consider this information during selection, and we are working with our procurement department to prioritize environmental criteria alongside cost in vendor negotiations. For information about the number of our suppliers with green certifications and the percentage of our supply chain spending that represents, see page 28.

Supplier GHG emissions analysis

In fiscal year 2014, we conducted a survey of our 20 largest suppliers regarding their GHG emissions and climate change risks and opportunities. We followed that during fiscal year 2015 with a GHG emissions analysis of our capital goods suppliers and cloud service providers using Carnegie Mellon University's economic input-output model with 2002 data. We look forward to expanding this analysis to understand the climate impact of more of our supplier spending in the future.

Employees

Our 8,800 employees[1] worldwide make everything we do possible. Fifty-three percent of our employees are based in the Americas, 28 percent are in Asia Pacific, and 19 percent are in Europe, the Middle East, and Africa.[2] Working together, our employees fuel Autodesk's sustainability efforts around the globe and propel positive change.

We believe it is fundamental to provide employees with a diverse, inclusive, and safe workplace, and to offer opportunities for ongoing professional growth. To further inform, inspire, and engage employees, we launched our Employee Impact program in fiscal year 2015. Through this initiative, we create a culture of impact and encourage employees to use their creativity, expertise, and passion to create a better world at work, at home, and in their communities. The program also helps us attract and retain the talent we need to be successful. In fact, in our 2014 employee survey, 84 percent of employees indicated that Autodesk's sustainability efforts are important to them (see Employee feedback on page 23).

Employee Impact

Through their donations of time and money to nonprofits, engagement in employee networks, and pro bono efforts, our employees are making an impact at work and in their communities. We also help employees make an impact at home by offering sustainability-related benefits (see Employee benefits on page 22).

Community involvement

Autodesk matches employee contributions of time and money, increasing the positive impact employees make when they contribute to the causes and organizations they care about most. To support those efforts, Autodesk:

Employee volunteers in Neuchatel, Switzerland building prosthetic hands.
Image courtesy of Claudio Ombrella, Autodesk Impact Champion

- Matches employee cash contributions to nonprofit organizations dollar for dollar

- Doubles the match when employees donate to organizations where they serve as a board member

- Provides employees with 48 hours per year of company time to volunteer in the nonprofit sector

- Donates US$100 to an employee's nonprofit of choice for every 10 hours they volunteer

Each year, the Autodesk Foundation provides up to US$3,000 per employee to match their financial donations and volunteer hours.

During fiscal year 2015, 1,500 employees supported 2,000 nonprofits through gifts of time and money. Employees participated in activities mentoring youth, working with Habitat for Humanity, making food for homeless people, and taking part in walks, runs, local cleanups, and other events to benefit communities worldwide.

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1. As of January 31, 2015.

2. Employee breakdown by region does not include employees who were part of the Delcam acquisition, completed in February 2014.

Employee giving and volunteering

Participating employees	1,500
Nonprofits supported	2,000
Employee financial contributions to nonprofits	US$929,000
Employee volunteer hours	17,500
Autodesk matching contributions	US$901,000 • US$819,000 to match financial donations • US$82,000 to match volunteer hours

Through our Disaster Response program, in fiscal year 2015 employees combatted the Ebola virus outbreak by donating US$24,000 to Partners in Health, Doctors without Borders, and International Rescue Committee. Autodesk increased the support by donating two dollars for every dollar employees contributed up to applicable limits. In total, we contributed US$68,500 to relief agencies.

In addition, Autodesk staff responded to a devastating mudslide in Washington state during the spring of 2014. Our employees worked with Field Innovation Team, using Autodesk software to create a 3D model of the area, which helped determine where structures might have moved and become buried during the slide. We also produced a 3D print of the mudslide area to use as a reference point (in additon to flat photos and maps), which helped to reduce miscommunication and speed relief efforts.

"One of the best things about working for Autodesk is their passion to create a better world, and their encouragement to all of us to do so. The employee match and volunteer program is an amazing opportunity for all staff to make a bigger difference."

—A North Ryde Impact Champion

Employee contributions of money and time (and Autodesk's matching contributions) increased significantly in fiscal year 2015 compared with fiscal year 2014. We attribute this to several factors:

• Heightened communications during the launch of the Autodesk Foundation

• An increase in the company match for employee donations from US$500 per year to US$3,000 per year

• The addition of a company match for volunteer hours

• A fundraising campaign to respond to the Ebola crisis

• A giving campaign in December

• A new internal website that helps employees find resources and toolkits for donation and volunteer opportunities

Impact Champions and employee groups

Autodesk has always had employees who want to create impact and work together on ambitious projects. Beginning in fiscal year 2015, we formalized our Impact Champions program—a network of 150 employees who rally their co-workers around important causes by organizing volunteer events and fundraisers. To support them, we facilitate networking and sharing of best practices, and we provide a series of toolkits to help them succeed. Ninety-nine percent of champions surveyed want to continue participating in their role and 80 percent rate the experience an 8 or above on a scale of 1–10.

Impact Champions led employees to participate in activities such as The Great Canadian Shoreline Cleanup—one of the largest shoreline cleanups in the world, during which the Toronto-based team of 13 employees collected more than 90 kilograms of trash. In Switzerland, Impact Champions led more than 100 employees (half of our Neuchatel office) in raising US$4,200 to support families of children with heart disease.

Our Impact Champions have also been instrumental in leading employee groups at Autodesk, such as women-in-leadership; green teams; diversity and inclusion; and Lesbian, Gay, Bisexual, Transgendered, Questioning, and Allied (LGBTQA). Our employee-led Employee Relief Foundation provides grants to U.S.-based employees and their families suffering from traumatic or long-term illnesses or injuries. It is funded by donations from Autodesk, employees, and the general public. This fund helps supplement medical costs for recipients and gives all employees an opportunity to support coworkers who need assistance.

Image courtesy of REAL School Gardens

Pro bono volunteering

When we match skilled employees with outside organizations that are making a difference, everybody benefits. Our partners receive pro bono help with high-impact projects, and our employees witness firsthand how they can help create a better world.

In fiscal year 2015 we piloted a pro bono volunteering program. Through this program, Autodesk employees use their professional skills, such as technical design and marketing communications, to benefit nonprofit organizations focused on challenges ranging from health and poverty to climate change and marine conservation. We match employees with Autodesk Foundation grantees, Cleantech partners, and other companies we partner with for impact design.

During the pilot, employees created a digital marketing strategy for the product launch of a first-of-its-kind wheelchair scale, designed by an Autodesk Cleantech partner. We plan to expand the program in coming years.

Employee benefits

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

We also promote a healthy work-life balance and strive to provide the support employees need to integrate work seamlessly into their lives. To that end, we provide flexible working arrangements, parental leave, benefits for domestic partners (in some countries), and support for personal needs. Employees in some locations can take advantage of telecommuting options, adoption assistance, and programs that help offset the costs of wellness activities. We also offer a range of paid time off (PTO) programs, including sabbatical, vacation, volunteer time, and holidays.

Employees can also participate in several sustainability-related benefit programs, including:
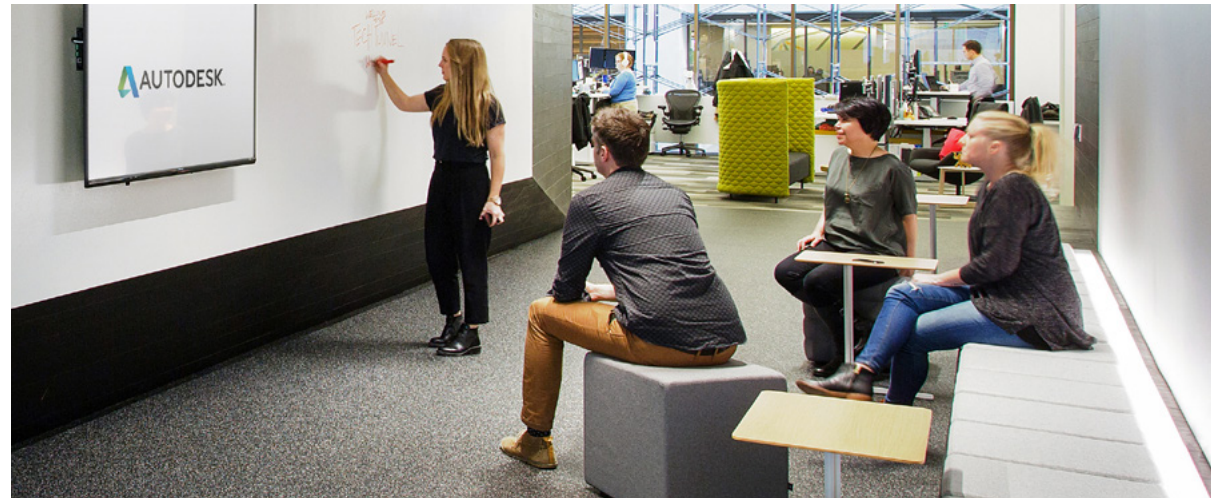
- **Commuting benefits:** Employees can purchase hybrid and electric vehicles from some manufacturers at a discount, use electric vehicle charging stations at our headquarters, pay for public transit fees pretax, and receive US$20 per month if they cycle to work

- **Home solar benefits:** We offer employees discounts worth up to US$1,500 for home solar systems through one of our customers

- **Green professional benefits:** Employees can expand their professional credentials with free memberships to the U.S. Green Building Council and the Design Management Institute

Commuting and solar benefits are available to employees in the United States, and green professional benefits, including courses and workshops, are available globally. We look forward to identifying more international offerings. During fiscal year 2015, nearly 900 of our 3,510 U.S. employees registered for at least one of our sustainability-related benefits.

Employee feedback

Every year, we conduct an employee survey to gather feedback in a range of areas related to employee satisfaction. In 2014, 94 percent of our employees worldwide completed the survey.

In 2014, our overall employee engagement score was 80 percent, compared with 76 percent in 2013. Any score above 65 percent is considered strong by our external survey partner. Engagement scores were at record highs in all business units. In addition, the scores for all major dimensions of the survey, including manager effectiveness, communication, growth and development, work-life balance, and innovation, were the highest we have recorded. Improving our overall score continues to

be a company priority for 2015.

We continue to pay attention to all areas of the survey. Each group is responsible for developing and managing an action plan based on feedback they receive. View historical employee engagement data on page 28.

Diversity and inclusion

Autodesk employees represent a wide variety of backgrounds and contribute many different perspectives. Such diversity reflects the varied customer base we serve and leads to new ideas and creativity, contributing to the growth and value of the company. There is strong momentum at Autodesk to ensure we have the right programs and approach to supporting diversity. Our employees see the value of diversity as well, taking the initiative to establish and facilitate a number of diversity-focused employee groups that provide networking and mentoring opportunities (see page 22).

Our commitment to diversity is reinforced in our Code of Business Conduct, which states that discrimination or harassment based on a person's race, color, creed, religion, national origin, citizenship, age, gender, sexual orientation, marital status, mental or physical disability, or any other classification protected by law will not be tolerated. This protection applies to all Autodesk employees and contingent workers worldwide. We require all managers with U.S. employees to complete harassment training every two years.

We ensure that our hiring practices are fair and non-discriminatory. In addition, we post all job openings on

DiversityWorking.com, which is the largest diversity job board. We also partner with the Society of Women Engineers to engage female engineering talent, and collaborate with Girls Who Code, a national nonprofit organization working to close the gender gap in the technology and engineering sectors. In early 2015, we hosted a Girl Geek Dinner, during which several female Autodesk employees had an opportunity to speak to women working in technology-focused fields or pursuing careers in technology.

View global gender diversity and U.S. ethnic diversity data on page 28.

Training and development

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

Career development is a shared responsibility among employees, their managers, and the company. Employees must clarify and communicate their aspirations, develop relevant skills, and seek out opportunities. Managers, in turn, help set appropriate expectations, direct employees to useful resources and tools, and champion their staff for relevant opportunities. Autodesk prioritizes 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 opportunities to managers, individuals, and teams. We also provide teams with consulting services to

identify coaching needs. To inform our training, we do extensive analysis throughout the business to identify skills gaps. This is linked to a competency framework for managers and employees, which defines what we expect of individuals at certain levels throughout the organization.

We assess training using online evaluations after each session, as well as in our annual employee survey. In 2014, 81 percent of employees responded positively to the statement "I am provided with opportunities for learning and development," up from 75 percent the prior year.

Outside the classroom, Autodesk employees can use numerous tools to enhance their learning, such as online educational and professional development materials; recommended lists of books, articles, and other materials for specific areas of focus; audio webcasts and recordings of training sessions; video podcasts of executives and external experts discussing key leadership messages; and a global tuition reimbursement program. As part of our Employee Impact program, employees can also take advantage of discounted memberships and courses to further their sustainability knowledge and credentials (see the Employee benefits section on page 22 for details).

For fiscal year 2015, Autodesk budgeted approximately US$1,000 per employee for training. This includes internal as well as external education programs. The per-employee budget is a guideline rather than a cap. Managers decide how to best use training funds based on employees' professional development needs and aspirations as well as the needs of their team as a whole. As a part of the development process, all Autodesk employees receive a formal annual performance review. This includes feedback from managers and coworkers and focuses on assessment and feedback against individual goal achievement as well as demonstrated competency and proficiency.

Freedom of association

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

Health and safety

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

Health and wellness

We provide fitness training programs and access to onsite gyms and showers in some locations. Employees in the United States can take advantage of a US$300 financial benefit to offset the cost of health and fitness activities. In addition, we invite employees to participate in a wellness campaign each year.

For our 2014 global wellness campaign, Autodesk participated in the Global Corporate Challenge. Almost 3,000 Autodesk employees (about 40 percent of our employees at that time) from 36 countries got involved. The centerpiece of the 100-day challenge was a virtual race around the world that encouraged physical activity, team building, and employee engagement. Using accelerometers to track daily steps, participants logged their steps online and viewed their team's progress in comparison with other teams from Autodesk and other participating companies. The program also featured mini challenges and coaching throughout the year, which focused on nutrition, sleep quality, and weight loss. Autodesk placed fifth in the Global IT/Tech Industry category.

Employee safety

Our Injury and Illness Prevention Program covers management commitment and assignment of responsibilities, safety awareness, anonymous hazard notification, assurance of employee compliance, inspection and evaluation, accident investigations, and correction of unsafe or unhealthy conditions. Beginning in 2014, each Autodesk site in North America with more than 50 employees (or fewer where required by law) has a quarterly safety committee meeting and safety inspection. This gives employees an opportunity to identify and implement safety improvements for their location. We are working to roll out this program to our international sites in 2015.

In addition, we have a program in place for our workshops (such as our fabrication facility at Pier 9 on the San Francisco Bay) to incorporate safety into the design of the machine areas, provide comprehensive training for all users, require the use of appropriate personal protective equipment, and limit health and environmental impacts by selecting less-harmful chemicals.

Our employees have the option to participate in our Workstation Safety Plus Program to address one of the leading causes of occupational injuries at Autodesk. This voluntary, online self-assessment and training program tracks personal ergonomic risks identified by employees, and suggests alternative work habits to help address those risks. More than 200 employees globally completed the program in 2014, for a total of more than 1,340 since the initiative began in 2011. Based on employee self-assessments, the number of participants with medium or high ergonomic risk has decreased by nearly 25 percent as a result of the program.

Emergency preparedness, response, and recovery

To help ensure we're prepared for emergencies, each of our locations has a site-specific response plan for events such as fire, security threats, or power failure. A senior-level crisis management team directs and supports local emergency response teams during incidents. Employees can call our Global Security Operations Center at any time with questions.

Occupational injury and illness performance

In 2014, we began tracking occupational injuries and illnesses at Autodesk sites worldwide. Previous reports included data related to injuries and illnesses occurring within the United States only. In 2014, 10 recordable injuries occurred involving Autodesk employees or our temporary contingent workers, equaling a recordable injury rate of 0.09.[1] The main causes of injuries (representing 90 percent of the total) were slips and falls, repetitive stress or ergonomics, and cuts. Although our recordable injury rate is less than half of the average rate of 0.2 for the software publishers industry in the United States,[2] we are still working hard to improve safety and reduce injuries in our workplaces.

During the year, Autodesk had 0 injuries resulting in restricted work days or lost time and 0 fatalities. See page 29 for historical data.

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1. Rates refer to number of injuries per 100 employees working a full year. For consistency, we use U.S. Occupational Safety & Health Administration (OSHA) definitions to record injury data worldwide.

2. Based on U.S. Bureau of Labor Statistics 2013 injury and illness data for NAICS code 5112 "Software publishers." National data from 2014 is not yet available for comparison.

Impact philanthropy

Image courtesy of D-Rev/Jacqueline del Castillo

In March 2014, we launched the Autodesk Foundation, which invests in those using design to create a better world. The Foundation is the first of its kind to focus exclusively on design for social and environmental impact—what we refer to as "impact design."

The Foundation supports people and organizations tackling global challenges, such as climate change, access to clean water, and inadequate healthcare. We provide design-focused nonprofits with direct support, including funding, software (through Autodesk, Inc.), and training. By aligning our philanthropic efforts more closely with our core business and expertise in design, we further amplify our positive impacts in the world.

Impact design is a growing focus for many organizations as they recognize the central role that design can have in addressing social and environmental challenges. Our long-term goal is for impact design to become the industry standard worldwide.

In addition to supporting nonprofit designers, we are also helping to grow the impact design community. We do this primarily through the Impact Design Hub, an online resource for anyone committed to designing a better world.

The Autodesk Foundation also supports employees worldwide by matching their charitable donations of time and money to the causes and organizations they care about most. In fiscal year 2015, we also matched employee donations for disaster response. For more details, see page 21.

In addition to the above, Autodesk, Inc., business units provide direct funding for design and engineering programs and projects in their respective industries.

During fiscal year 2015, the Autodesk Foundation and Autodesk, Inc. together provided US$2,580,000 in cash contributions, US$901,000 in employee match donations, and US$6,800,000 in product donations. For historical data, see page 29.

Image courtesy of KickStart International

Impact design in action

Boosting income in rural Myanmar

Much of rural Myanmar's population is composed of small-plot farmers living in extreme poverty, without electricity or modern technology. Proximity Designs works with these farmers to develop accessible, affordable products and services that decrease labor intensity and reduce environmental impacts while increasing average crop yields and related income.

Proximity Designs takes a user-centered design approach, soliciting customer input to ensure that products are relevant, useful, and appropriate for their daily use. It employs an iterative design process of rapid prototyping to create new products as quickly as possible.

The organization's design, manufacturing, and distribution network now reaches about 80 percent of Myanmar's rural population. Its products and services include irrigation equipment, crop advisory services, solar lighting for off-grid households, and rural financial services. In late 2014, we began providing funding, software, and technical training to support the nonprofit.

In one decade, Proximity Designs has helped 2.5 million people generate approximately US$54 million in additional income. In the next two years, Proximity Designs intends to expand services to 4,000 additional villages and help its customers generate US$122 million in additional income.

Image courtesy of Proximity Designs

Build Change improves construction practices and saves lives in emerging countries by designing disaster-resistant houses and schools and then training local homeowners, engineers, builders, and government officials to build them.

Image courtesy of Build Change

D-Rev designs, develops, and distributes products to improve the health and income of people living on less than US$4 a day. From a durable, affordable prosthetic knee for amputees to high-powered, low-maintenance phototherapy lamps to help treat babies with jaundice, D-Rev's projects are designed to scale for maximum global impact.

Image courtesy of D-Rev

Design that Matters (DtM) is a nonprofit that uses design to solve problems for and with the poor in developing countries. DtM designs new projects and services and finds the best channels to deliver those solutions by working with social enterprises, project partners, technology students, and professional volunteers in 20 countries.

Image courtesy of Design that Matters

Performance summary[1]

 Key metrics

Economy	FY2011	FY2012	FY2013	FY2014	FY2015	FY2015 Q1	FY2015 Q2	FY2015 Q3	FY2015 Q4
Revenue [million US$]	$1,952	$2,216	$2,312	$2,274	$2,512	$593	$637	$618	$665
GAAP gross profit [million US$]	$1,755	$1,987	$2,074	$2,000	$2,170	$514	$549	$532	$575
GAAP net income [million US$]	$212	$285	$248	$229	$82	$28	$31	$11	$12
GAAP diluted earnings per share [US$]	$0.90	$1.22	$1.07	$1.00	$0.35	$0.12	$0.13	$0.05	$0.05
Relative contribution to world GDP [million US$ contribution/trillion US$ world GDP]	27.8	28.4	29.1	27.0	28.1	26.6	28.4	27.5	29.8

Environment

Climate change[2]

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2015 Q1	FY2015 Q2	FY2015 Q3	FY2015 Q4
Greenhouse gas (GHG) emissions [metric tons CO_2e]	65,400	67,800	62,600	60,400	76,700	18,200	15,900	18,400	24,100
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	2.35	2.39	2.37	2.50	2.73	0.685	0.559	0.669	0.811
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	33.5	27.8	24.4	23.4	27.0	27.0	21.4	26.2	33.0
GHG emissions intensity [metric tons CO_2e/employee]	9.19	8.21	7.95	7.17	7.67	1.81	1.55	1.83	2.48
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	36.8	35.7	32.9	31.2	39.1	9.45	8.03	9.27	12.2
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	4,320	3,140	2,160	2,480	2,280	640	470	500	680
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e]	5,780	3,710	3,390	1,970	1,680	363	426	499	387
Scope 3: Upstream	54,700	60,300	59,300	58,700	63,400	14,900	12,700	15,100	20,800
Purchased goods and services [metric tons CO_2e]	8,930	2,230	4,260	5,270	7,450	1,460	1,280	1,160	3,550
Capital goods [metric tons CO_2e]	2,440	5,440	4,870	5,540	6,520	1,540	1,650	1,600	1,730
Fuel- and energy-related activities (not included in Scope 1 or Scope 2) [metric tons CO_2e]	995	824	1,000	929	871	206	229	226	209
Transportation and distribution [metric tons CO_2e]	768	778	141	130	110	32.2	34.7	23.3	19.4
Waste generated in operations [metric tons CO_2e]	872	895	56.2	47.7	631	154	155	159	163
Business travel [metric tons CO_2e]	26,500	29,600	25,700	27,500	33,400	8,260	5,550	8,150	11,500
Employee commuting [metric tons CO_2e]	10,400	11,500	12,700	9,380	10,400	2,360	2,590	2,730	2,750
Leased assets [metric tons CO_2e]	10,800	8,920	7,660	6,740	4,010	882	1,180	1,050	900
Scope 3: Downstream	642	675	542	393	308	94.0	99.0	63.3	51.6
Transportation and distribution [metric tons CO_2e]	577	606	488	354	277	84.6	89.2	57.0	46.4
End-of-life treatment of sold products [metric tons CO_2e]	65.0	69.0	54.6	39.3	30.6	9.34	9.84	6.29	5.13
Energy use [MWh]	45,400	35,800	46,600	42,000	37,800	9,570	9,270	9,210	9,740
Direct energy use [MWh]	7,620	2,710	3,170	3,220	3,230	1,220	290	300	1,400
Indirect energy use [MWh]	37,800	33,100	43,500	38,100	34,600	8,340	8,980	8,900	8,330
Electricity purchased by Autodesk [MWh]	16,600	15,300	23,100	22,100	20,800	5,020	5,280	5,420	5,030
Electricity purchased by landlord [MWh]	21,200	16,900	17,200	17,100	13,800	3,320	3,700	3,480	3,300

	FY2011	FY2012	FY2013	FY2014	FY2015
◄ Renewable energy [MWh]	4,890	6,140	11,900	12,400	14,200
Renewable energy purchased [MWh]	1,280	2,160	7,670	7,190	7,020
Renewable energy certificates [MWh]	2,820	3,980	4,270	5,240	7,190
Renewable energy [as a percent of total indirect energy use]	12.9%	18.5%	29.6%	32.5%	39.9%
Carbon offset from renewable energy [metric tons CO_2e]	1,700	2,350	6,290	7,110	8,960
Carbon offsets [as a percent of total GHG emissions]	2.72%	3.81%	11.1%	13.4%	11.7%
LEED certifications[3]	5	8	10	15	19
◄ Buildings with LEED certification [as a percent of total active square footage]	10%	19%	23%	28%	32%

Waste

	FY2011	FY2012	FY2013	FY2014	FY2015
Waste generation[4] [metric tons]	271	250	281	126	631
Recycling [metric tons]	166	162	164	33.2	35
Compost [metric tons]	--	--	31.2	38.0	18
Energy recovery [metric tons]	30.2	22.6	22.6	22.6	0
Landfill [metric tons]	74.8	65.4	63.2	32.2	88
Landfill diversion rate [percent]	72%	74%	78%	74%	38%
Coverage of data [as a percent of total active square footage]	16%	16%	22%	20%	7%

Suppliers

	FY2011	FY2012	FY2013	FY2014	FY2015
Number of suppliers with green certifications[5] [approximate]	400	300	300	200	200
Percentage of supply chain spending with suppliers that have green certifications [approximate]	5%	3%	10%	9%	10%

Environmental compliance

	FY2011	FY2012	FY2013	FY2014	FY2015
Environmental violations	0	0	0	0	0
Environmental fines [US$]	$0	$0	$0	$0	$0

Society

Employees[6]

	FY2011	FY2012	FY2013	FY2014	FY2015
Number of employees[7]	6,800	7,500	7,100	7,400	8,800
◄ Employee engagement[8] [percent]	69%	73%	71%	76%	80%
Global gender diversity[9] [percent female]					
Board of directors	22%	22%	20%	20%	30%
Company officers, executives, and senior management	21%	22%	19%	20%	20%
Managers and supervisors	24%	26%	23%	23%	23%
All employees	30%	29%	29%	29%	29%

	FY2011	FY2012	FY2013	FY2014	FY2015
U.S. ethnic diversity[10] [percent of employees]					
White	75%	74%	72%	73%	73%
All nonwhite	25%	26%	28%	27%	27%
Black/African American	1%	1%	1%	2%	1%
Hispanic	4%	4%	4%	5%	5%
Asian	18%	19%	21%	18%	19%
Training budgeted per employee globally, approximate [US$]	$1,000	$900	$900	$1,000	$1,000
Injury rates[11]					
Recordable injury rate	--	--	0.09	0.31	0.09
Lost time injury rate	--	--	0.03	0.21	0.00
Fatalities	--	--	0	0	0

Financial and in-kind support

	FY2011	FY2012	FY2013	FY2014	FY2015
◀ Company and Foundation cash contributions[12] [US$]	$1,038,000	$1,955,000	$2,024,000	$1,664,000	$3,481,000
◀ Company product donations[13] [US$]	$1,500,000	$1,095,000	$2,600,000	$3,200,000	$6,800,000
Employee giving [US$]	$222,000	$255,000	$282,000	$307,000	$929,000
Foundation match of employee giving [US$] (also included in the "company and Foundation cash contributions" line above)	$222,000	$225,000	$256,000	$223,000	$901,000
Employee volunteer hours	8,500	7,900	6,000	8,200	17,500

Public policy

	FY2011	FY2012	FY2013	FY2014	FY2015
Company political contributions[14] [US$]	$0	$0	$0	$0	$0

1. In some cases, segments do not add up to total due to rounding. Dashes represent that data for that year was not available.
2. Data for GHG emissions, C-FACT carbon intensity ratio, GHG emissions intensity, Scope 3: Upstream, and Purchased goods and services have been restated compared to data reported in past years based on expanded reporting in the category Purchased goods and services and addition of the category Capital goods. See page 14 for more details.
3. LEED certifications as of January 31, 2015, include facilities in Beijing, China (Interior Design and Construction: Commercial Interiors [CI] Platinum), Shanghai, China (CI Gold), Mumbai, India (CI Platinum), Tel Aviv, Israel (CI Platinum), Milan, Italy (CI Gold), Singapore (CI Platinum), Farnborough, United Kingdom (CI Gold), and the following in the United States: San Francisco, California (CI Platinum [4]); San Rafael, California (CI Certified [2], CI Platinum [3]); Waltham, Massachusetts (CI Platinum, Building Operations and Maintenance: Existing Buildings Gold); Lake Oswego, Oregon (CI Certified).
4. In fiscal year 2014, Autodesk updated waste measurement processes at its headquarters to improve accuracy. This significantly decreased reported waste volumes compared to past years.
5. According to data provided by Dun & Bradstreet.
6. The number of employees in fiscal year 2015 includes employees who were part of the Delcam acquisition, completed in February 2014. The remaining data in the Employees section does not include Delcam employees.
7. As of the end of the fiscal year noted.
8. Represents the percentage of employees who responded favorably to questions that measure different aspects of employee engagement. These data are reported on a calendar-year basis. Fiscal year 2015 corresponds to calendar year 2014, and so forth.

9. 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 2015 corresponds to calendar year 2014, and so forth.
10. Percentages are as of the end of the calendar year noted. In these rows fiscal year 2015 corresponds to calendar year 2014, and so forth. Segments for "All nonwhite" do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).
11. Rates refer to number of injuries per 100 employees working a full year. Contingent workers are not included in injury rates prior to 2013. Beginning in 2014, data reflects injuries and illnesses at all sites worldwide. Previous reports included data related to injuries and illnesses occurring within the United States only. For consistency, we use U.S. Occupational Safety & Health Administration (OSHA) definitions to record injury data worldwide. This data is reported on a calendar-year basis. Fiscal year 2015 corresponds to calendar year 2014, and so forth.
12. Data from fiscal year 2011 through fiscal year 2014 reflects cash contributions from Autodesk, Inc., only. Beginning in fiscal year 2015, we report a combined cash giving figure for Autodesk, Inc., and the Autodesk Foundation.
13. Autodesk calculates its product donations at commercial value. This data does not include the value of products granted to students and educators at no cost through the Autodesk Education Community and Autodesk Academic Resource Center. See page 12 for more details about those programs.
14. This data does not include occasional contributions to local ballot initiatives.

About this report

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

We published our first sustainability report in 2008, and we have released six more since then. Performance data included in this document is based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2015 fiscal year ran from February 1, 2014, through January 31, 2015. Performance data covers the company's global operations, unless otherwise stated.

For more information about our vision for sustainable design and the role of design in addressing the epic challenges our world faces, visit our sustainable design website.

Codes, policies, and standards

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

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

United Nations Global Compact index

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

This report serves as our Communication on Progress for fiscal year 2015, 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.

In 2015, Autodesk also endorsed Caring for Climate—an initiative led by the UN Global Compact, the UN Environment Programme, and the secretariat of the UN Framework Convention on Climate Change—aimed at advancing the role of business in addressing climate change. Information about Autodesk's progress against the Caring for Climate commitments is included in the Public policy, Sustainability Solutions, and Carbon footprint sections of this report. We provide more detail in the company's recent CDP submission.

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

—Carl Bass

Chief Executive Officer, Autodesk

United Nations Global Compact principle	Location in report
Human rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Human rights Suppliers and business partners
Principle 2: make sure that they are not complicit in human rights abuses.	Human rights Suppliers and business partners
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Human rights 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 services Environment Suppliers and business partners
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Products and services Environment Suppliers and business partners
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Products and services Environment Suppliers and business partners
Anticorruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and compliance Suppliers and business partners

Global Reporting Initiative index

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

Item	Description	Detail
Strategy and analysis		
1.1	Statement from the most senior decision maker in the organization about the relevance of sustainability to the organization and its strategy	Letter from our CEO
1.2	Description of key impacts, risks, and opportunities	Strategy for designing a better world
Company profile		
2.1	Name of the organization	Autodesk, Inc.
2.2	Primary brands, products, and/or services	Products
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Products by industry Annual reports
2.4	Location of organization's headquarters	San Rafael, California
2.5	Number of countries where the organization operates, and names of countries that have major operations or that are specifically relevant to the sustainability issues covered in the report	Corporate environmental management 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 Professional customers and consumers
2.8	Scale of the reporting organization	Performance summary Annual reports
2.9	Significant changes during the reporting period regarding size, structure, or ownership	Annual reports
2.10	Awards received in the reporting period	Awards and honors
Report parameters		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided	About this report
3.2	Date of most recent previous report (if any)	April 2014
3.3	Reporting cycle (annual, biennial, etc.)	About this report
3.4	Contact point for questions regarding the report or its contents	Sustainability@autodesk.com
3.5	Process for defining report content	Strategy for designing a better world Corporate environmental management

Item	Description	Detail
3.6	Boundary of the report	About this report
3.7	State any specific limitations on the scope or boundary of the report	Noted in relevant sections
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	Corporate environmental management About this report
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report	Environment Performance summary
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement	Performance summary
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Performance summary
3.12	Table identifying the location of the standard disclosures in the report	Global Reporting Initiative index
3.13	Policy and current practice with regard to seeking external assurance for the report	Bureau Veritas will verify Autodesk's Scope 1 and Scope 2 greenhouse gas emissions inventory and will provide methodological assurance for the complete inventory for fiscal year 2015.

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

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

Item	Description	Detail
	Labor practices and decent work	
LA1	Total workforce by employment type, employment contract, and region (Core)	Employees Performance summary
LA2	Total number and rate of employee turnover by age group, gender, and region (Core)	Autodesk did not implement any formal restructuring activities in fiscal year 2015. Total turnover was 10.5 percent; voluntary turnover was 6.5 percent.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations (Additional)	Employee benefits
LA4	Percentage of employees covered by collective bargaining agreements (Core)	Freedom of association
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region (Core)	Health and safety Performance summary
LA10	Average hours of training per year per employee by employee category (Core)	Training and development Performance summary
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings (Additional)	Training and development
LA12	Percentage of employees receiving regular performance and career development reviews (Additional)	Training and development
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity (Core)	Diversity and inclusion Performance summary
	Society	
SO5	Public policy positions and participation in public policy development and lobbying (Core)	Public policy
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country (Additional)	Public policy

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