Sustainability in Action

Progress Report FY2010
February 2009 – January 2010

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Autodesk®

LETTER FROM AUTODESK CEO

The year 2009 was challenging for many companies, including Autodesk. The financial crisis forced firms to make difficult decisions. And yet, through this tumultuous and uncertain time, we became even more committed to working with our customers to address the urgent sustainability challenges we all face.

Our core business is providing design software to our customers—including millions of architects, designers, and engineers worldwide—to help create a better-designed world. Using our products, customers can build 3D models of their designs and optimize the design across many parameters before building a physical prototype. They can make mistakes on the computer and not in the physical world. This enables smarter, more sustainable decisions, whether designing a building, highway, car, utility network, or consumer product. The impact of this shift is profound, as 80 percent of a product's environmental impact is determined by decisions made in the design phase.

This year, we see some really exciting opportunities for sustainable design to gain traction and transform the world in positive ways. For example, the clean technology industry is solving the most pressing environmental problems of our generation and is one of the most dynamic sectors of today's economy. In 2009, we launched the Autodesk Clean Tech Partner Program in North America and in 2010 we will expand it to Europe.

Another important opportunity is improving building energy efficiency—one of the most cost-effective ways to decrease greenhouse gas emissions. Customers use our products to quickly develop and analyze models of new and existing buildings, and then identify opportunities to save energy and money. For existing buildings, we developed a workflow called rapid energy modeling that enables owners to create 3D models using simple digital photographs. This in turn allows customers to conduct whole building analysis in a matter of hours and prioritize retrofit opportunities. We applied this to 6 of our facilities and are sharing it with customers worldwide.

Several trends will accelerate sustainable design in the coming years. Computational power, spurred by dramatic advances such as cloud computing, continues to increase exponentially and is fundamentally changing the design process. Instead of developing and then testing prototypes sequentially, designers can now test multiple variables across thousands or even millions of scenarios to find the best one. We're even beginning to use computers to generate designs, not just test them. Beyond new technologies, designers are also turning to biomimicry for inspiration and solutions that have been developed and perfected in nature over 3.8 billion years.

Addressing global sustainability challenges will require new levels of expertise and collaboration among designers, architects, and engineers worldwide. Fortunately, the next generation of students brings an unrivaled passion for sustainability and a demand for the knowledge and tools to create world-changing designs. We look forward to supporting these students with our very best tools and training, and to learning from them as well.

As a leading provider of design and engineering software, the single most important contribution we can make to sustainability is to provide our customers with the very best design and engineering software. That said, we also want Autodesk to be the model of a sustainable enterprise. For this reason, we introduced, implemented, and open-sourced C-FACT, a novel approach to setting greenhouse gas reduction targets.

Our dedication to sustainability cuts across our entire company. In fact, I have never seen an issue that has so captivated our workforce, across every region, employee level, functional area, and demographic.

Sustainable design is about looking far into the future, but it's also about seizing the opportunities of the moment. Our future is being designed today, and as a company we are more committed than ever to helping our customers realize the unlimited potential of sustainable design.

—Carl Bass, Chief Executive Officer, Autodesk

ENVIRONMENT

Sustainability Strategy

Our vision is to help millions of architects, designers, and engineers worldwide radically transform the built world by making sustainable design easy and accessible. Our broad customer base and extensive product portfolio provide a competitive advantage for Autodesk to help companies worldwide address sustainability challenges.

Autodesk customers vary in size, industry, and location, yet most wrestle with critical sustainability challenges:

- The cost and climate impacts of fossil fuel use compel companies to design more efficient products and processes.
- Increasing scarcity of water, land, and other natural resources requires companies to use these resources more intelligently.
- Growing focus on toxic materials among customers and governments is forcing companies to rethink what goes into their products.

Autodesk design software helps companies address these key issues, along with other challenges.

Over the last few years, our sustainability strategy has had 3 main areas of focus: making the best products for sustainable design, managing our impact by modeling environmental best practices in our operations, and partnering with innovators to extend our reach.

While these continue to be central to our program, we have heightened our focus on 3 specific areas:

1. Working with building owners to advance building energy efficiency by applying Autodesk technology in new ways.
2. Collaborating with entrepreneurs and established firms worldwide to accelerate clean technology.
3. Providing tools and resources to educate the next generation of designers, architects, and engineers.

Each is essential in the shift to a more sustainable economy, and in every case, Autodesk software has the capability to propel breakthrough innovations and transform our future.

Sustainability Governance

Our sustainability governance model ensures strong collaboration and clear accountability across multiple levels of the company.

Our CEO Carl Bass and his executive team play an active role in defining Autodesk's corporate sustainability strategy and are accountable for setting strategic direction in each of Autodesk's focus areas. Implementation teams, composed of leaders representing different parts of the company through our corporate environmental management structure, are responsible for execution.

Autodesk Director of Sustainability Lynelle Cameron, who reports to the chief marketing officer, is responsible for setting and implementing our sustainability strategy.

To further embed sustainability into our business, Autodesk integrates sustainability considerations into our annual strategic planning process.

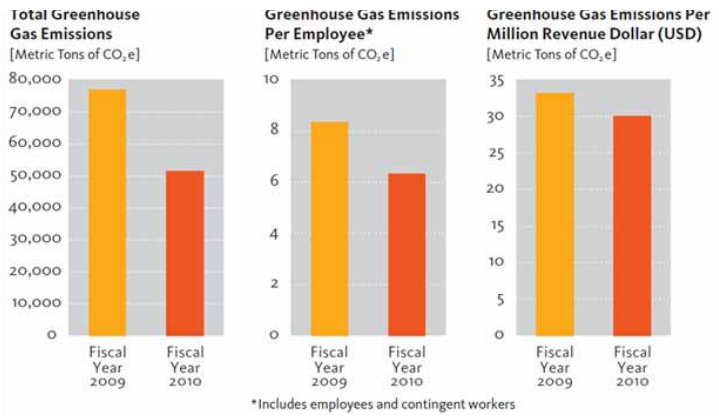
Managing Our Impact

With our broad customer base, more than 6,500 employees, and thousands of vendors and partners worldwide, Autodesk has the opportunity to influence the future of the built world, not only through the power of sustainable design software, but by greening our own business and collaborating with vendors and partners to support sustainable business practices.

- Autodesk Carbon Footprint—While the Autodesk carbon footprint is relatively small, we strive to accurately measure and reduce it, modeling best practices in corporate carbon accounting.
- Corporate Greenhouse Gas Target—Autodesk has developed and implemented a method for setting corporate greenhouse gas targets that align with globally accepted climate stabilization targets.
- Corporate Environmental Management—Autodesk's environmental management system helps us make sustainability decisions and improve environmental performance in areas where the company has the most impact: employee travel; facilities; major events; IT operations; product delivery.
- Using Autodesk Software to Reduce Autodesk's Impact—Autodesk has used Autodesk software to measure and reduce the impact of our own facilities. In doing so, we test and improve the ability of Autodesk software to help customers green their businesses, while greening our own business at the same time.
- Engaging with Vendors and Suppliers—Autodesk works with its vendors and suppliers to support more sustainable business practices and offerings within their organizations.
- Socially Responsible Investment Indexes—Because of the company's strong environmental performance, Autodesk has been included in several socially responsible investment (SRI) indexes.

Autodesk Carbon Footprint

Although the Autodesk carbon footprint is relatively small, we strive to implement best practices to consistently measure and reduce it. Over the past 3 years, we have dramatically improved our measurement system and become a more carbon-efficient company, reducing our greenhouse gas (GHG) emissions per revenue dollar year after year.



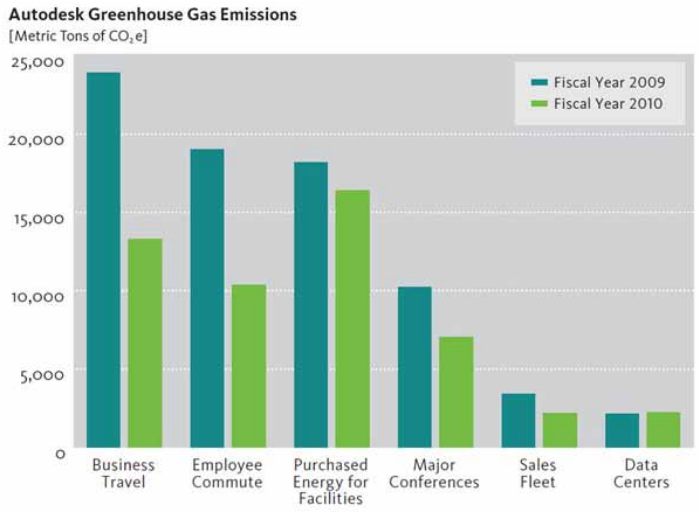
Decreased Emissions in Fiscal Year 2010

In fiscal year 2010 (February 2009-January 2010), we reduced our carbon footprint over the prior year by 33% to 51,540 metric tons of carbon dioxide equivalent (CO_2e).

The Autodesk workforce was reduced in fiscal year 2010 by 12%; Autodesk revenues also decreased by 26%. Undoubtedly, these reductions influenced our carbon footprint. However, even after accounting for these changes, Autodesk became more carbon efficient, decreasing carbon emissions per employee head count by 24% and per revenue dollar by 10% over the prior year.

Reducing Our Biggest Impact Areas

In fiscal year 2010, we reduced CO_2 emissions in almost every area of our footprint.



Emissions from travel, our largest impact area in fiscal years 2008 and 2009, decreased by 44%. This was due to targeted efforts to reduce travel using virtual collaboration tools, such as 18 Telepresence systems and more than 50 Roundtable systems.[1]

We decreased energy use in our facilities, leading to a 10% reduction in facilities-related emissions. Key changes included energy efficiency retrofits, operational changes in our facilities, better space utilization at major offices, and divestiture from smaller sites.

Carbon emissions from employees commuting decreased by 46%, due mostly to a reduction in workforce. At the same time, employees also adopted more sustainable ways to get to work. According to a survey, the percentage of employees who drove alone to work as their exclusive means of transportation decreased from 34% in fiscal year 2009 to 27% in fiscal year 2010. The percentage of employees who took public transportation exclusively rose from 22% to 25%.

We successfully decreased our footprint from major events by 31%. This is largely due to virtual components we added to our events along with targeted efforts to maximize remote attendance. For example, at our biggest annual event, Autodesk University (AU), we launched AU Virtual, a virtual parallel program that successfully enabled thousands more customers to participate in the AU experience without having to travel. Total attendance for the combined AU event and AU Virtual grew by 95% and carbon emissions decreased by 37% due to this increased proportion of virtual attendees.

Carbon emissions from data centers and fleet did not change significantly. While these represent the smallest portion of our footprint, we did take measures to reduce the impact of our data centers and other IT operations, with both financial and environmental benefits to the business.

Scope of Footprint

As part of our commitment to model sustainability best practices, Autodesk has chosen to include a large range of business activities in our footprint, including Scope 3 emissions. While we don't have direct control over these emissions, they would not exist without our business activities or purchases. By including them, we are better able to understand how our business activities influence our vendors' carbon footprints and extend our influence to improve our vendors' impact on the environment.

Our carbon footprint process has earned recognition by the Carbon Disclosure Project and various socially responsible investment (SRI) indexes.

[1] Telepresence solutions from Cisco Systems, Inc., enable live, real-time visual and audio communications over high-speed networks of sufficient quality to replicate the face-to-face meeting experience but without the travel. The Roundtable videoconferencing system from Microsoft enhances the LiveMeeting experience with a 360-degree camera that auto-focuses to the speaker in the meeting and presents that speaker in a window alongside the screencast.

Our Fiscal Year 2009 Footprint

Our fiscal year 2009 carbon footprint (February 2008-January 2009) as published last year was 83,132 metric tons of CO_2e. Over the past year, we've made improvements in our carbon footprint methodology such as using more region specific data for extrapolations and transitioning to a new measurement system, which helped to further improve the accuracy of our footprint. To maintain consistency across multiple years, we retroactively adjusted our fiscal year 2009 footprint using the new data. The revised footprint is 76,971 metric tons of CO_2e.

Setting a Target for Corporate Greenhouse Gas Reduction

Autodesk has developed a new approach that corporations can follow in setting targets to reduce greenhouse gas (GHG) emissions. The approach calls for companies to reduce GHG emissions in line with global scientific and policy climate stabilization targets, and in proportion to companies' relative contribution to the economy, measured by gross domestic product (GDP).

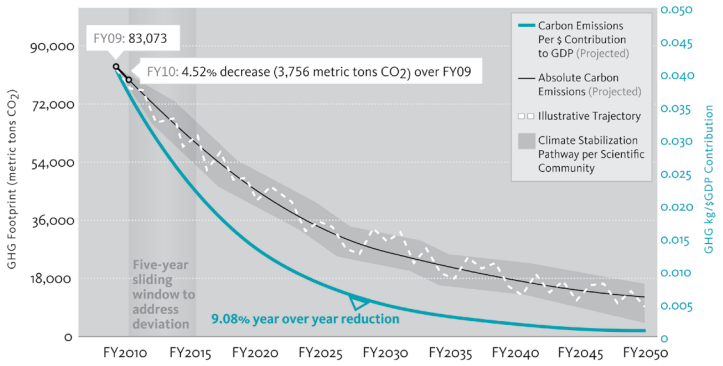
If all companies were to adopt this approach, private sector emissions would be on track to help stabilize the climate by 2050. Autodesk is making this approach open source so that other companies can adopt and build upon it.

Autodesk's Approach to Setting a Target

The Intergovernmental Panel on Climate Change (IPCC) reports that in order for climate stabilization to occur, industrialized countries need to reduce their absolute GHG emissions by 85% by the year 2050. Our approach, called C-FACT, entails creating an index that enables companies to:

- Align corporate GHG reduction target with the IPCC goal
- Adjust for relative contribution to global GDP
- Annually recalculate target based on the previous year's performance

Autodesk's Approach to Corporate Greenhouse Gas (GHG) Target Setting



Autodesk has committed to reducing its carbon emissions per dollar contribution to GDP by 9.08% year over year, every year through 2020. For FY10, we will reduce our absolute emissions by 4.52% (or 3,756 metric tons) compared to our FY09 baseline. The dotted line shows that in some years we may overshoot or undershoot, but we commit to addressing that deviation within a 5-year period. The gray band illustrates a worldwide pathway toward climate stabilization as recommended by the Intergovernmental Panel on Climate Change. (See the white paper for more detail.)

Autodesk has committed to following this approach through the year 2020. In the spirit of transparency, we will publish the annual target derived from this methodology and our performance against that target at the close of each fiscal year (FY).

For FY10 (February 2009-January 2010), the methodology points to the need for Autodesk to reduce its absolute emissions by 4.52% compared to our FY09 (February 2008-January 2009) baseline. This translates to 3,756 metric tons of GHG.

About Autodesk's Commitment to Sustainability

Sustainability is central to Autodesk's ongoing success as a company. As a world leader in 3D design, engineering, and entertainment software, Autodesk and its tools help enable innovative, achievable solutions for a more sustainable world. By modeling sustainable

business practices, including innovating new corporate best practices on carbon accounting and target setting, Autodesk inspires peers and business partners to espouse similar leadership positions.

Corporate Environmental Management

Understanding and reducing our impact on the environment requires a high level of coordination and commitment. With more than 6,500 employees, offices in 88 different cities in 37 countries, several annual global events, and millions of users, obtaining the right data and implementing environmental measures can be a challenge. Autodesk has instituted a management structure for obtaining environmental data, making investment decisions, and implementing measures to reduce our impact.

Environmental Core Team

An Environmental Core Team sets the strategic direction for instituting sustainability best practices across the company's operations. The team is comprised of senior leaders from across the business, including facilities, real estate and travel, human resources, strategic planning and operations, finance, legal, sales, marketing, IT, and each product division.

Together, these executives are responsible for understanding the environmental impacts of our business; setting strategy, priorities, and goals for improving these impacts; and promoting these efforts throughout the company.

Environmental Project Teams

Project teams directed by the Environmental Core Team are responsible for executing on the strategy in our 4 largest impact areas:

- Employee Travel
- Facilities
- Major Events
- IT Operations

Each project team is co-led by the Sustainability Team and an Autodesk employee from each of the impact areas. This collaboration ensures that environmental impact and business productivity work hand-in-hand.

Environmental Measurement System

In collaboration with the project teams, the Sustainability Team manages a measurement system that captures data from across the company about our environmental impact. The teams work to ensure completeness and consistency of data, and provide financial and environmental analysis to prioritize investments.

Autodesk has made progress in expanding our environmental measurement system and capturing an increasing amount of data, particularly on our carbon footprint We have been recognized for our accomplishments in this area through inclusion in the Carbon Disclosure Leadership Index and various socially responsible investment (SRI) indexes.

Autodesk Environmental Policy

In 2008, Autodesk CEO Carl Bass signed the Autodesk Environmental Policy which outlines our high-level commitments in sustainability. The policy states the following:

Autodesk is committed to helping our customers improve the environmental performance of their products. Specifically, we will:

- Integrate features into our software products that help enable sustainable design
- Educate customers and the general public about the important role of design in addressing global sustainability challenges

Autodesk is committed to improving the environmental performance of its business operations. Specifically, we will:

- Identify and measure the environmental impact of our operations and products, such as our carbon footprint
- Establish annual targets to reduce our environmental impact and strive for continuous improvement
- Meet or exceed all applicable environmental laws and regulations
- Integrate environmental impact as a factor in business decisions
- Educate employees to make more sustainable choices at work and at home
- Encourage suppliers, vendors, and business partners to be environmentally responsible
- Communicate this policy and promote environmental programs to employees and other stakeholders

Greening Employee Travel

As a global company, employee travel is vital to our business. However, it also has a large impact on the environment. In fiscal year 2010, business travel resulted in 13,297 metric tons of carbon dioxide emissions, or 26% of the total Autodesk carbon footprint. This includes emissions from air travel and ground transportation such as rental cars.

While we do encourage our travel vendors to improve their own fleet efficiency, the most direct way we can reduce emissions from travel is by reducing travel itself. Based on internal surveys, the most common purposes for business travel are meetings with customers and partners, internal meetings, and events (in our carbon footprint, Autodesk reports emissions from event-related travel separately from regular business travel).

To reduce travel to meetings, we have made significant investments in virtual collaboration technologies. These include 18 Telepresence systems, more than 50 Roundtable systems, and a Live Meeting and webcam system that we plan to install on every computer. We are also rolling out extensive training and support programs to encourage employees to capitalize on these tools.

Autodesk also works to maximize remote collaboration at our major events, reducing the effects of travel. In 2009, we added a virtual component to our largest conference, Autodesk University. This allowed more people around the world to access the conference remotely. Read more about our efforts to green our events.

The Autodesk Travel Project Team

The Autodesk Travel Project Team manages the evaluation, prioritization, and implementation of measures that reduce our environmental impact due to travel. The team works in collaboration with key stakeholders from across the company. Learn more about our corporate environmental management structure.

Greening Our Facilities

Autodesk strives to reduce the environmental footprint of our facilities. We focus foremost on greenhouse gas emissions due to energy use as it has the most significant impact. In fiscal year 2010, energy use in our facilities resulted in 16,390 metric tons of carbon dioxide, or 32% of the total Autodesk carbon footprint. We also work to operate our buildings more sustainably, from our cleaning practices to waste and recycling.

Autodesk invests in energy-saving initiatives at our facilities. In 2008-2009, we conducted a comprehensive energy audit of our 13 largest worldwide facilities, and have been using the results to prioritize efficiency retrofits and operational changes at these existing sites.

Our efforts also extend to new facilities. Autodesk targets green buildings during site selection, and employs sustainable features when constructing new workplaces. As a result of our efforts, we have been awarded LEED certifications at 7 of our facilities (2 rated Platinum, 3 Gold, and 2 Certified). We continue to work toward achieving more LEED certifications when opportunities arise.

Autodesk AEC Headquarters Achieves LEED Using Autodesk Software

Autodesk's headquarters for Architecture, Engineering, and Construction achieved LEED Platinum Certification for Commercial Interiors. Read how Autodesk software helped achieve sustainable design goals such as illuminating 90% of the workspace with natural daylight.

Obtaining Facilities Data

Obtaining data about energy use in our facilities is challenging because we lease the majority of our facilities. In buildings where we are a major tenant, we work with the landlords to advocate for transparency of energy consumption. In fiscal year 2010, we successfully captured energy data from 76% of our total facilities square footage. As we continue to partner with landlords and other tenants, we aim to obtain data from an increasingly larger portion of our worldwide facilities.

The Autodesk Facilities Project Team

The Autodesk Facilities Project Team conducts the evaluation, prioritization, and implementation of measures that reduce the environmental impact of our facilities. The team works in collaboration with key stakeholders from across the company. Learn more about our corporate environmental management structure.

Greening Our Events

Each year, Autodesk hosts several conferences with thousands of attendees and participates in industry trade shows across the globe. These events are important for our business, but leave an impact on the environment in the form of greenhouse gas emissions from travel, energy, and lodging, as well as materials use and waste. For example, in fiscal year 2010, our 6 biggest events together resulted in 7,063 metric tons of carbon dioxide, or 14% of the total Autodesk carbon footprint.

Autodesk has developed sustainability guidelines and best practices for planning an event that requires travel. These guide our staff in evaluating alternatives and making decisions that will reduce the event's environmental impact. Issues include:

- Selecting a venue that demonstrates sustainable practices
- Choosing a location that minimizes travel distance
- Adding virtual conferencing and online streaming content to maximize the number of attendees who can participate remotely
- Reusing and reducing materials and seeking out materials that are eco-friendly
- Reducing waste throughout the process, from registration to signage and onsite waste reduction
- Implementing onsite recycling
- Conducting an environmental footprint of major events in collaboration with vendors to track progress

We are especially proud of the following key accomplishments from 2009:

Booth Design and Reuse

For custom booth development, we effectively reused more than 50% of the previous year's booth materials. We intend to expand on this achievement again this year, with reuse of nearly 75%.

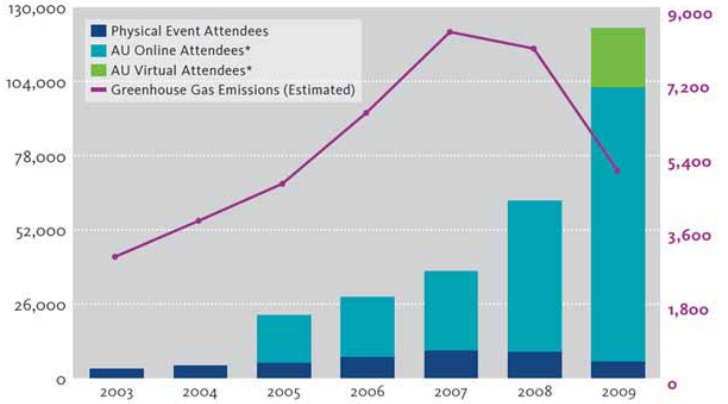
Eco-Friendly Materials

We increased the percentage of recyclable or biodegradable event materials in our custom booths to 75%.

Reducing Travel

For the first time, we added a virtual attendance option at our largest annual conference, Autodesk University (AU). This allowed more people around the world to access the event, while reducing physical attendance. Reducing travel significantly lowers the carbon impact of our events; approximately 80% of our events-related emissions are due to air travel. In 2009, overall attendance at AU—including virtual attendance and other online elements—increased by 95% while carbon emissions decreased by 37%.

Autodesk University (AU) Attendance and Greenhouse Gas Emissions
[Left: Number of Attendees, Right: Metric Tons of CO_2e]



* AU Online provides year-round access to all content from AU conferences. AU Virtual is conducted in conjunction with the 3-day physical event and includes live content and real-time interaction.

The Autodesk Events Project Team

The Autodesk Events Project Team manages the evaluation, prioritization, and implementation of measures that reduce the environmental impact of our events. The team works in collaboration with key stakeholders across the company. Learn more about our corporate environmental management structure.

Greening Our IT Operations

Autodesk recognizes that IT is fundamental to our business and can have both a positive and negative environmental impact.

Data Center Energy Use

Data center energy use has the biggest environmental impact of all Autodesk IT operations. In fiscal year 2010, it resulted in 2,244 metric tons of carbon dioxide emissions, or 4% of Autodesk's carbon footprint.

To decrease energy use in our data centers, Autodesk uses the Energy Star rating system to select the most efficient data servers, as well as invests in virtualizing servers. Data server virtualization saves energy by reducing the need to run and cool physical servers. So far, Autodesk has virtualized 38% of our servers. Autodesk is a member of The Green Grid, a global consortium of IT companies seeking to improve energy efficiency in business computing systems. In 2009, we contributed to The Greed Grid Technical Committee's efforts to develop a metric for data center energy efficiency called Power Usage Effectiveness (PUE). According to the Uptime Institute, the typical data center has a PUE of 2.5, with efficiency improving as PUE approaches 1.0. The Autodesk average PUE at our main vendor's data center is 1.8.

IT Office Equipment

Autodesk uses the Electronic Products Environmental Assessment Tool (EPEAT) rating system to select desktop hardware. EPEAT helps us evaluate, compare, and select hardware based on environmental performance criteria such as energy efficiency, lower use of toxic material, and less waste produced in manufacturing.

Autodesk also works to reduce energy consumption from IT office equipment. For example, we have implemented a desktop energy management system that can remotely measure and activate energy efficient power management settings on company-owned computers.

Electronic Waste

At the end-of-life phase, Autodesk works with electronic waste (e-waste) service providers to replace and recycle our IT equipment responsibly. We evaluate the practices of our e-waste providers and are implementing a policy to screen and prioritize providers according to their environmental performance.

IT As a Low-Carbon Solution

While IT uses energy and generates e-waste, it also offers solutions that help reduce our overall environmental impact. Autodesk has made significant investments in virtual collaboration technologies that will reduce travel and improve remote work. These include 18 Telepresence systems and more than 50 Roundtable systems. In addition, our new standard-issue laptop has a camera integrated into the unit to enhance remote collaboration such as virtual meetings and instant messaging. We are also rolling out training and support programs to encourage employees to use these tools.

The Autodesk IT Project Team

The Autodesk IT Project Team manages the evaluation, prioritization, and implementation of measures that reduce the environmental impact of our IT operations. The team works in collaboration with key stakeholders from across the company. Learn more about our corporate environmental management structure.

Transitioning to Software Download

Providing our customers with the option to download software and upgrades rather than receive them by mail helps reduce our impact on the environment. Software download enables us to save material and energy and reduce waste from the shipping and packaging process.

For example, in 2009, Autodesk measured the carbon footprint of AutoCAD® software and found that software download in the United States is 5 times more carbon efficient than delivering a fully packaged product. Starting in 2010, Autodesk® Subscription customers in key countries will receive their software electronically by default. They will be notified that their software upgrade is available to download, and will have an option to order a physical shipment if preferred. If every Subscription customer made the decision to download their software instead of order a box shipment, we would reduce carbon emissions by almost 80%[1] over the course of a year—this is the CO_2 equivalent of driving a mid-size car around the Earth 67 times.[2]

Many of our customers have told us they would prefer to download their software upgrade. Software download gives Subscription customers immediate access to the latest upgrades and is more convenient than installing the file from a CD or DVD.

Autodesk As a Living Lab

At Autodesk, we have a unique opportunity to explore innovative ways of using our software for sustainable design by applying it to our own business and operations. This enables us to:

- Explore and enhance sustainable design functionality in our software
- Better understand and address customer needs
- Improve our own environmental performance
- Develop new product workflows that help advance sustainable design

By using Autodesk as a living lab, we leverage our own technologies to further innovations in sustainability. Below are examples of our first projects:

Rapid Energy Modeling with Autodesk Software

Autodesk developed a workflow for rapid energy modeling, a streamlined process for building energy assessments. We tested the workflow using Autodesk software on our facilities and found it can help reduce time and costs of energy modeling.

Greening Our AEC Headquarters with Autodesk Software

Autodesk solutions for Building Information Modeling (BIM) were instrumental in helping achieve LEED certification at our headquarters for architecture, engineering and construction in Waltham, Massachusetts.

[1] All CO_2 equivalencies are from the U.S. Environmental Protection Agency, and calculated based on number of Autodesk Subscription orders for which software download is a delivery option. Assumptions are based on U.S. distribution of AutoCAD 2008 software during fiscal year 2009.

[2] Assumes average fuel efficiency of 22.5 MPG (10.45L/100km) and circumference of the Earth of 24,901 miles (40,074 kilometers).

Achieving LEED Certification in the Autodesk Gallery

Using Autodesk software, the Autodesk Gallery at One Market achieved LEED Platinum certification for Commercial Interiors. The design firms and general contractor worked with Autodesk to renovate the space using an innovative Integrated Project Delivery approach.

Engaging Vendors and Suppliers

Autodesk works with vendors and suppliers to encourage and support more sustainable business practices and offerings. We believe this is important for promoting a global movement toward standardizing and improving such practices.

Events

Autodesk has introduced carbon footprint measurement techniques to the large hosting venue for our annual user conference, Autodesk University. Last year, collaboration with the venue led to successfully recycling 98% of materials consumed at the conference, and spurred the venue to begin submetering the conference space to track energy use as well as accelerate its recycling practices going forward.

Autodesk has also paid for a trade show management vendor to attend an environmental conference, and helped the vendor identify more environmentally friendly materials. Since then, the vendor has expanded its business to focus more on environmental events signage. Lastly, Autodesk has built and maintains a sustainable materials database for reference by booth designers and events vendors. Learn more about how Autodesk greens events.

Travel

Autodesk asks our travel vendors about their environmental performance, which helps us define requirements in our requests for proposals and make decisions that will reduce our environmental impact:

- From our preferred airline partners, we request information about the fuel efficiency of their jets.
- From our car rental and leasing vendors, we ask for information about the availability of hybrid vehicles.
- From our preferred hotel partners, we request information about their environmental commitments, green cleaning, and sustainable tourism certifications.

Facilities

Autodesk works with its facilities suppliers and service providers to encourage green practices and to source sustainable products whenever practical. We honor global agreements with key suppliers of products like furniture and carpets who have made a significant investment in the development of sustainable products and have continuing environmental initiatives for future products and manufacturing processes. Additionally, we work with our office building landlords to employ green cleaning practices and implement waste recycling programs.

IT

Autodesk promotes virtualization and Energy Star servers with our data center vendors, and piloted an enterprise-quality computer energy management system. Learn more about our efforts to green our IT operations.

Green Procurement

Autodesk encourages use of our purchasing power to improve our environmental performance while also strengthening the market for environmentally preferable offerings.

To this end, Autodesk follows green procurement guidelines to the extent possible and where applicable, such as:

- Using the environmental performance of a supplier as a factor in selection
- Relaying information about a product's environmental impacts to end users
- Seeking out products that are energy efficient, durable and long lasting, recyclable, locally produced, made with rapidly renewable resources, supportive of water conservation
- Avoiding products that are greenhouse gas emitting; petroleum based; or made with vinyl, chlorine, lead, mercury or other toxic chemicals

Autodesk also maintains best practices in green procurement whenever possible, such as:

- Integrating environmental performance into requests for proposals
- Incorporating environmental practice language into contracts to ensure partner participation

SOCIETY

Corporate Governance

Autodesk is committed to the highest standards of corporate governance and ethics and diligent compliance with financial accounting and reporting rules. Our board of directors provides independent leadership in the exercise of its responsibilities.

As of April 2010, the Autodesk board of directors is comprised of 9 directors, including Autodesk President and CEO Carl Bass. All current directors, other than Bass, are independent, according to the criteria for independence established by the NASDAQ Rules.

The Autodesk board of directors adopted the Governance Guidelines in 1995, and most recently amended them in 2010. These guidelines cover areas such as selection of the chairman and CEO, board compensation, board size and composition, and director independence.

The board of directors has 3 committees: Audit, Compensation and Human Resources, and Corporate Governance and Nominating. The Autodesk Investors online resource features committee charters and director biographies.

Executive Management

Our 11 executive officers oversee a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Learn more about corporate governance at our Investors site, including stock trades by members of our board of directors or by executive officers of the company.

Business Ethics

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

We are committed to establishing and maintaining such an environment and have adopted a Code of Business Conduct (CoBC) that conveys our values and expectations. The code details our policies and procedures, and establishes how we perform our daily work. It covers areas such as equal opportunity, confidentiality, political contributions, and free and fair competition.

All Autodesk employees worldwide are required to complete CoBC training annually and to certify that they have reviewed, understand, and agree to follow the CoBC. As of April 2010, 100% of Autodesk employees have completed the training program and certified that they have reviewed, understand, and agree to follow the CoBC.

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

Reporting Concerns

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

In 2006, Autodesk established a Business Ethics and Compliance Hotline to enable employees and third parties to report suspected compliance issues for investigation and resolution. The hotline is available 24 hours a day, 7 days a week, and is run by The Network, an independent company. All calls are answered by trained interview specialists fluent in Spanish and English. For more than 150 other languages, the interview specialists use interpreters.

The toll-free number is available to Autodesk employees worldwide. All calls to the hotline may be made anonymously. Autodesk will follow up on and work to resolve all hotline reports made in good faith.

The hotline may be used to report:

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

A web-based reporting tool is also available for reporting such suspected activity. It is maintained by the same third party as the hotline and also allows for anonymous reporting in Chinese, Dutch, English, French, French Canadian, German, Italian, Japanese, Korean, Portuguese, Russian, Spanish, and Vietnamese.

Public Policy

At Autodesk, we participate in the public policy debate to advance innovation and economic growth.

Intellectual property (IP) is a key area of interest. IP rights, especially related to copyright and patents, provide the legal underpinning for software development and licensing. This body of law enables us to invest in software innovation and recover our investments in the marketplace. Software piracy, on the other hand, is a form of theft that threatens this economic dynamic. A recent report from the Business Software Alliance (BSA) states that the worldwide software piracy rate is at 41%, exceeding 90%[1] in some countries. Our public policy advocacy calls for reasonable and balanced IP laws to help ensure that innovation is rewarded and piracy is minimized.

Autodesk has supported strong IP provisions in countries worldwide, including through treaties with members of the World Trade Organization, so that our licenses are enforceable and actually enforced. We also have advanced reforms to the U.S. patent law to help ensure that it keeps pace with technological change while reducing litigiousness. In addition, we urge policy makers globally to support appropriate civil and criminal enforcement actions to address large-scale piracy operations.

We have also supported other policies related to innovation, such as the U.S. Research and Development Tax Credit and similar measures to stimulate domestic investment in software development.

In response to the global financial crisis in 2009, many countries accelerated their investment in green energy and infrastructure projects to stimulate economic activity and build a foundation for future growth. Autodesk engaged with government officials, nonprofit organizations, think tanks, and other entities to advance sustainable design principles, especially with regard to infrastructure development, and to support policies that help reduce energy consumption and greenhouse gas (GHG) emissions. To this end, Autodesk:

- Provided advice to policy makers in the U.S. Congress and the U.S. Administration about the latest developments in design and energy analysis tools
- Became a partner with the U.S. Environmental Protection Agency (EPA) Climate Leaders Program
- Served as a cabinet member of the World Economic Forum Task Force on Low Carbon Economic Prosperity, as well as its Energy Efficiency Working Group and Sustainable Consumption Board
- Presented at the United Nations (UN) Climate Change Conference 2009 in Copenhagen, Denmark, on Autodesk best practices, the role of buildings in reducing carbon emissions, and how our software can help reduce climate change, save money, and create jobs
- Contributed 2 case studies to The Climate Group SMART 2020 project

[1] See Sixth-Annual BSA-IDC Global Software '08 Piracy Study: In Brief.

- Worked with the World Resources Institute and other organizations to provide government officials with expert data and analysis regarding building energy efficiency technology and related policy alternatives
- Briefed U.S. Congressional and agency officials about the environmental benefits gained through the use of Digital Prototyping and Building Information Modeling (BIM) software tools for infrastructure design and construction

Memberships and Alliances

Autodesk promotes innovation, economic growth, and policies related to sustainability by collaborating with several organizations including:

- Business Software Alliance—active in more than 60 countries worldwide, the foremost organization dedicated to promoting a safe and legal digital world. Autodesk was a founding member.
- EPA Climate Leaders—an industry-government partnership that works with companies to develop comprehensive climate change strategies. Autodesk is a partner in the program.
- The Green Grid—a global consortium dedicated to developing and promoting energy efficiency for data centers and business computing ecosystems. Autodesk is a member of the Technical Committee to influence new standards related to data center efficiency.
- Information Technology Industry Council (ITI)—an international association of leading software, hardware, and communication technology companies. Autodesk participates on the Environmental Leadership Council to promote innovation, sustainable design, and energy efficiency throughout the economy.
- TechNet—a bipartisan, political network of CEOs and senior executives that promotes the growth of technology and the innovation economy. Autodesk is a member of TechNet's Green Tech Working Group.
- World Economic Forum—an independent, international organization striving towards a world-class corporate governance system where values are as important as rules. Autodesk served as an invited cabinet member of the Task Force on Low Carbon Economic Prosperity to advise the G20 on the road to the UN Climate Change Conference 2009 in Copenhagen.
- World Resources Institute—an environmental think tank that goes beyond research to find practical ways to protect the earth and improve our lives. Autodesk is a member of the Corporate Consultative Group and an invited advisor to the GHG Protocol development process for supply chain and events.

Read more about Autodesk's strategic partnerships.

Diversity

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

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, sex, sexual orientation, marital status, mental or physical disability, or any other classification protected by law will not be tolerated. This protection applies to all Autodesk employees, contractors, temporary workers, and business partners worldwide.

We post all of our job openings to a variety of diversity sites via WorkingDiversity.com, on which we are a featured employer. We also reach out to candidates through our collaboration with the Society of Women Engineers.

Employee Survey

At Autodesk, we believe that employee engagement and satisfaction are key to our business success. Since 2005, we have conducted an annual employee survey to get feedback in areas such as employee engagement, manager effectiveness, communication, growth and development, leadership and vision, and more.

In 2009, 94% of employees completed this online survey, which was hosted by a third party to ensure anonymity. Areas of greatest strength included the following:

- Employee engagement remained high at 68%, compared with an external norm of 64%.
- Overall manager effectiveness scored favorably at 74%, compared with an external norm of 67%.
- Eighty-two percent of employees feel proud to work for Autodesk.

The survey also identified areas for improvement. In 2009, scores on promotion opportunities and rewards and recognition fell from 2008 and will be an area of focus moving forward.

In response to the survey results, every manager creates and implements an action plan that forms part of each group's yearly goals. A survey site on the Autodesk intranet details each group's focus.

Health and Safety

Autodesk believes its employees are its most important asset, and strives to provide employees with a healthy and safe work environment.

Health and Wellness

Our commitment begins with working to help employees and their spouses or partners minimize and avoid health problems.

Several years ago, we introduced a voluntary and confidential wellness program in the United States. Up to 67% of U.S. employees participated in the program, which includes monetary incentives to help employees and their spouses or partners maintain healthy lifestyles. Depending on the results after completing an online health assessment questionnaire, participants could enroll in a coaching program or complete a 6-week online healthy living program. Many participants in the coaching program have experienced improvement in their identified health risk factors.

The program also offers voluntary wellness campaigns designed to help employees reduce stress, increase physical activity, and make positive diet changes. On-site biometric screenings and flu shots are offered at many U.S. office locations, and have been well received by employees. The program began in the United States, but we continue to evaluate its success and anticipate expanding elements of this program to other locations, as feasible.

In 2009, Autodesk was proactive in addressing H1N1 flu concerns by posting employee communications and resources on our intranet, focusing on business continuity drills, increasing cleaning services in our office locations, and monitoring global hotspots based on CDC and WHO alerts and tracking employees to limit travel to affected areas.

To further encourage the successful adoption of a wellness program, employees are eligible for subsidized health-club memberships or a fitness allowance in countries such as Australia, Canada, India, the United Kingdom, and the U.S.

See more information about employee benefits.

Safety and Security

Autodesk has established policies and programs to encourage employee and visitor safety. We updated our Injury and Illness Prevention program in 2007. The program includes the following elements:

- Management commitment and assignment of responsibilities
- Safety communications with employees
- Assurance of employee compliance with safe work practices
- Scheduled inspections and an evaluation system
- Accident investigations
- Procedures for correcting unsafe or unhealthy conditions
- Health and safety training and instruction
- Record keeping and documentation

Travel Aid
Many of our employees travel frequently for business. To keep them safe, we advise them of relevant health and security conditions at their destinations before they depart, and track their location so we can update them if needed. We also work with a medical services provider, delivering medical assistance to employees who become ill while traveling.

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

Occupational Injury and Illness Data
In the U.S., we track the number of occupational injuries and illnesses resulting in worker compensation claims. The rate per 100 full-time employees has remained relatively flat during the last 3 years, with the most significant injuries being ergonomic- or repetitive stress-related and representing 41% of the total. Slip-and-fall injuries represented 27%.

Training and Development

Providing employees with training and development opportunities is fundamental to their continued professional development and to the ongoing success of Autodesk.

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

Autodesk offers extensive professional and technical development to managers, individuals, and teams. We also provide consulting services to teams to identify coaching needs and to run facilitated discussions and team-building sessions. Many of these sessions help employees develop the 8 Autodesk leadership competencies:

- Communication skills
- Thinking skills
- Strategic management
- Motivation skills
- Leadership skills
- Breadth and depth
- Interpersonal skills
- Self-management

Managers are encouraged to complete the following courses:

- Autodesk Leadership Program
- Situational Leadership
- Communication Success Skills
- New Manager Orientation
- Managing High Performance
- Managing Within the Law
- Hiring and Interviewing Skills
- Driving Profitable Growth

The Autodesk Leadership Program, the core Autodesk management development course, teaches managers to provide employees with leadership and direction in an environment of teamwork, innovation, and change to help their teams function efficiently and use resources effectively.

We also encourage individual contributors (non-managers) to take classes in areas ranging from leadership to project management to presentation skills. For example, in our fiscal year 2010 (which ended January 31, 2010), 540 individual contributors completed an online module called Dealing with Change, 381 participated in Meeting Smart (along with their managers), and 48 completed a combined total of 1,950 hours of Employee Leadership. This is just a small part of our extended online and classroom-based curriculum—and we are seeing a shift from classroom-based training to on-line content in support of our global management population.

In 2009, we introduced 2 new virtual programs on performance management and career development. We also invested significantly during 2008 and 2009 in our online onboarding program for new employees. This program covers topics such as the Autodesk product development cycle, how we bring products to market, and more.

The shift to online learning has environmental benefits as well. For example, the training department has replaced paper-based class evaluations with an online tool and has minimized the amount of printed classroom material. Virtual learning also reduces employee travel to live events. External content providers supplement our training and education programs with learning materials, online training modules, and in-person classes. We don't centrally monitor or report spending in this area as employee needs vary significantly.

Sustainability Reporting

Autodesk is committed to sharing information about our environmental performance and how our products enable sustainable design. This transparency allows customers, investors, employees, non-government organizations, and others to assess our progress.

In 2008, we published our first sustainability report. Since then, our sustainability initiatives and accomplishments have grown. We now post sustainability information directly to our website on an ongoing basis, to ensure it remains up-to-date. Performance data included on this site is based on the Autodesk fiscal year (February 1-January 31) and covers Autodesk global operations, unless otherwise stated.

GLOBAL REPORTING INITIATIVE INDEX

The Global Reporting Initiative (GRI) Index provides a framework for sustainability reporting. Browse through Autodesk's GRI Index to find information in this document based on the GRI comprehensive list of reporting items.

Item	Description	Detail
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 Autodesk CEO
1.2	Description of key impacts, risks, and opportunities.	Sustainability Strategy
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.	Industries
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
2.6	Nature of ownership and legal form.	Autodesk, Inc., is incorporated under the laws of Delaware, USA. 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).	Industries
2.8	Scale of the reporting organization.	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.	News and Events
REPORT PARAMETERS		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Sustainability Reporting
3.2	Date of most recent previous report (if any).	Fall 2008
3.3	Reporting cycle (annual, biennial, etc.)	Sustainability Reporting
3.4	Contact point for questions regarding the report or its contents.	Sustainability Reporting
3.5	Process for defining report content.	Corporate Environmental Management
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Sustainability Reporting
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	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.	Facilities
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.	Setting a Target for Corporate Greenhouse Gas Reduction
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Autodesk Carbon Footprint
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Autodesk Carbon Footprint
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	Autodesk has elected not to receive external verification for the information included in this report.
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 non-executive 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.	Business Ethics / Autodesk Environmental Policy / Values
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	Partnerships / Public Policy
4.14	List of stakeholder groups engaged by the organization.	Autodesk has a wide range of stakeholders, including customers and prospective customers; employees and prospective employees; government/ policy makers; investors; vendors; local communities; students; strategic partners; non-governmental organizations; the press, members of the Autodesk Developer Network; and resellers and distributors.
4.15	Basis for identification and selection of stakeholders with whom to engage.	To determine the most appropriate organizations to engage with, we consider their relevance to our business, the investment of time and resources required—and, when relevant, their influence and expertise in sustainable design.
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.)	Grants / Annual Reports
EC3	Coverage of the organization's defined benefit plan obligations. (Core.)	Annual Reports
ENVIRONMENTAL		
	Management approach disclosures	Corporate Environmental Management
EN5	Energy saved due to conservation and efficiency improvements. (Additional.)	Greening Our IT Operations / Greening Our Facilities
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.)	Products / Issues
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional.)	IT Operations / Our Events / Travel / Facilities / Autodesk As a Living Lab / Transitioning to Software Download
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core.)	Autodesk Carbon Footprint
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional.)	IT Operations / Our Events / Travel / Facilities / Autodesk As a Living Lab / Transitioning to Software Download
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core.)	Transitioning to Software Download
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.)	Transitioning to Software Download / Employee Travel
LABOR PRACTICES AND DECENT WORK		
	Management approach disclosures	Diversity / Employee Survey / Health and Safety / Training and Development
LA1	Total workforce by employment type, employment contract, and region. (Core.)	As of February 2010, Autodesk has more than 6,500 employees worldwide
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations. (Additional.)	Benefits
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
SOCIETY		
SO5	Public policy positions and participation in public policy development and lobbying. (Core)	Public Policy