

Sustainability in Action

Progress Report FY2011
February 2010 – January 2011

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Autodesk®

Letter from CEO Carl Bass



In recent years, sustainable design has gained a good deal of momentum among our customers. But there's still a lot of work to be done, by Autodesk and by the global community of design professionals as a whole, to make sustainable design synonymous with good design. As the CEO of the world's largest design software company, I am enthusiastic about Autodesk's essential role in this process—one that is fundamental to achieving our corporate vision of helping people imagine, design, and create a better world.

Our core business is providing design software to our customers, including millions of architects, designers, and engineers worldwide. Using our products, customers can build 3D models of their designs and optimize those designs on the computer instead of in the physical world.

This enables smarter, more sustainable decisions, whether designing a building, a car, a utility network, or a consumer

product. For example, customers can now use the Eco Materials Adviser functionality in Autodesk® Inventor® software to choose lower-impact materials. And our Project Vasari is a free conceptual design tool for building projects, with integrated analysis for energy and carbon.

But technology alone will not be enough to create the world we envision: many customers want to design more sustainably but don't know how, so we must also transform how people use our tools. For example, a year ago we launched the Autodesk® Sustainability Workshop, a free online platform of educational materials. Short, creative videos teach sustainable design concepts, while tutorials explain how to use Autodesk software to help make better design decisions.

We also continue to partner with individuals, companies, and other organizations who share the common goal of a better, more sustainable world. While we have focused on clean technology this past year, we hope to partner even more broadly to support the many game-changing ideas that are being developed worldwide.

Although the direct environmental impacts from our operations are relatively small, we remain committed to making Autodesk a model sustainable enterprise, as detailed in this report. At Autodesk we often talk about sustainability in terms of the environment, but the social and economic dimensions of sustainability are also important. We assess our performance broadly—from demonstrating sound ethics and providing employees with an engaging workplace to investing in our communities and expanding access to our products globally.

The future is being designed today, and Autodesk is committed to helping our customers realize the unlimited potential of sustainable design.

Carl Bass
Chief Executive Officer
Autodesk

Performance Summary¹

	FY2008	FY2009	FY2010	FY2011
Economy				
Revenue [million US\$]	\$2,171.9	\$2,315.2	\$1,713.7	\$1,951.8
Net Income [million US\$]	\$356.2	\$183.6	\$58.0	\$212.0
Earnings Per Share	\$1.47	\$0.80	\$0.25	\$0.90
Taxes Paid [million US\$]	\$113.8	\$68.9	\$26.7	\$60.0
Research and Development [million US\$]	\$490.5	\$576.1	\$457.5	\$496.2
Environment				
Climate Change²				
Greenhouse Gas (GHG) Emissions [metric tons CO ₂ e]	81,700	77,000	51,500	50,400
GHG Emissions by Scope				
Scope 1 [metric tons CO ₂ e]	--	4,100	2,230	990
Scope 2 [metric tons CO ₂ e]	--	6,070	5,880	4,070
Scope 3 [metric tons CO ₂ e]	--	66,800	43,400	46,100
GHG Emissions by Activity				
Business Travel [metric tons CO ₂ e]	31,000	24,000	13,300	16,600
Employee Commute [metric tons CO ₂ e]	17,200	19,000	10,400	10,100
Facilities [metric tons CO ₂ e]	16,000	18,200	16,400	14,100
Major Conferences [metric tons CO ₂ e]	12,300	10,200	7,960	6,950
Sales Fleet [metric tons CO ₂ e]	2,950	3,420	2,170	741
IT Operations/Data Centers [metric tons CO ₂ e]	2,300	2,150	2,240	1,870
GHG Emissions Intensity [metric tons CO ₂ e/million US\$ revenue]	37.6	33.3	30.1	25.8
GHG Emissions Intensity [metric tons CO ₂ e/employee]	9.90	8.35	6.32	6.02
GHG Emissions Intensity [metric tons CO ₂ e/active square foot]	49.3	37.1	33.6	30.3
Energy Use [MWh]				
Direct Energy Use [MWh]	5,160	11,700	11,200	7,620
Indirect Energy Use [MWh]	34,400	41,500	38,100	37,800
Electricity Purchased by Autodesk [MWh]	--	19,600	18,200	16,600
Electricity Purchased by Landlord [MWh]	--	21,900	19,900	21,200
Renewable Energy [MWh]	477	2,040	2,960	4,890
Renewable Energy Purchased [MWh]	--	80.9	194	1,280
Renewable Energy Certificates [MWh]	477	1,960	2,760	3,610
Renewable Energy [as a percent of total indirect energy use]	1.38%	4.91%	7.77%	12.9%
Carbon Offset from Renewable Energy [metric tons CO ₂ e]	193	752	1,140	1,700
Carbon Offsets [as a percent of total GHG emissions]	0.236%	0.977%	2.21%	3.37%
Buildings with LEED® Certification	--	2	7	5
Buildings with LEED Certification [as a percent of total active square footage]	--	1%	12%	10%
Waste				
Waste Generated at Headquarters [metric tons]	--	--	175	162
Recycled [metric tons]	--	--	130	132
Corrugated Cardboard [metric tons]	--	--	26	26

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 Due to changes in our calculation methodology, data related to our fiscal year 2008 carbon footprint are not comparable to subsequent years. Data beginning in fiscal year 2009 (our base year) and beyond are calculated using the same methodology.

	FY2008	FY2009	FY2010	FY2011
Mixed Cans and Bottles [metric tons]	--	--	11	12
Mixed Office Papers [metric tons]	--	--	93	94
Sent to Landfill [metric tons]	--	--	45	30
Suppliers³				
Number of Suppliers with Green Certifications [approximate]	--	--	--	400
Percentage of Supply Chain Spending with Suppliers That Have Green Certifications [approximate]	--	--	--	5%
Environmental Compliance				
Environmental Violations	0	0	0	0
Environmental Fines [US\$]	\$0	\$0	\$0	\$0
Society				
Employees				
Number of Employees	7,300	7,800	6,800	6,800
Employee Engagement ⁴ [percent]	75%	78%	72%	68%
Global Gender Diversity ⁵ [percent female]				
Board of Directors	17%	11%	22%	22%
Company Officers, Executives, and Senior Management	22%	21%	23%	21%
Managers and Supervisors	25%	25%	25%	24%
All Employees	30%	30%	30%	30%
U.S. Ethnic Diversity ⁶ [percent of employees]				
White	76%	75%	75%	75%
All Nonwhite	24%	25%	25%	25%
Black/African American	2%	2%	2%	1%
Hispanic	5%	5%	5%	4%
Asian	17%	18%	18%	18%
Training Budgeted per Employee Globally, Approximate [US\$]	\$1,000	\$1,000	\$1,000	\$1,000
Community Investment				
Company Cash Contributions [US\$]	\$1,238,000	\$1,740,000	\$1,046,000	\$1,038,000
Arts ⁷ [percent of total]	8%	8%	8%	10%
Education [percent of total]	22%	22%	24%	27%
Environment/Sustainability [percent of total]	20%	17%	14%	10%
Health and Human Services [percent of total]	50%	53%	54%	53%
Company Product Donations ⁸	\$791,000	\$624,000	\$154,000,000	\$100,000,000
Employee Giving	\$172,000	\$295,000	\$200,000	\$222,000
Employee Volunteer Hours	6,700	N/A ⁹	4,900	8,500
Public Policy				
Company Political Contributions [US\$]	\$0	\$25,000 ¹⁰	\$0	\$0

³ According to data provided by Dunn and Bradstreet.

⁴ Represents the percentage of employees that responded favorably to three questions that measure different aspects of employee engagement. These data are reported on a calendar year basis. Fiscal year 2011 corresponds to calendar year 2010, and so forth.

⁵ Percentages are as of the end of the calendar year, except for the Board of Directors, which are as of the annual meeting date (which typically occurs a few months following the end of the calendar year). In these rows fiscal year 2011 corresponds to calendar year 2010, and so forth.

⁶ Percentages are as of the end of the calendar year. In these rows fiscal year 2011 corresponds to calendar year 2010, and so forth.

⁷ Data for contributions by focus area for fiscal year 2008 are U.S. only. Data for fiscal years 2009-2011 are global.

⁸ Autodesk calculates its product donations at commercial value. The data for fiscal years 2008 and 2009 include products donated through the Autodesk Community Relations program. Beginning in fiscal year 2010, data also include products donated through the Autodesk Assistance Program (AAP), which provides training and certification to non-employees wishing to become proficient in Autodesk products. The amount included for fiscal year 2011 is an estimate and is less certain than the amount included in the prior year. Data in this row do not include the value of products granted to students and educators at no cost through the Autodesk Education Community. Since inception in 2006, 2.8 million users have downloaded nearly 4 million free Autodesk software titles through this program, including nearly 1.1 million in fiscal year 2011. See page 19 for detail.

⁹ Due to a systems issue, data for this year are not available.

¹⁰ In fiscal year 2009, Autodesk contributed \$25,000 to the North Bay Transportation Alliance in support of the SMART train issue that appeared as Measure Q on the 2008 general election ballot in California. The measure passed and is leading to the development of a light-rail transportation alternative to driving.

Environment

As a leading design software company, Autodesk has a unique opportunity to inspire and enable our customers to enhance the environmental performance of their products and projects. We also focus on demonstrating leadership within our own operations by setting aggressive targets and managing innovative programs to achieve them.

Sustainability Strategy

The Autodesk vision — which frames our core principles and purpose for doing business — is to help people imagine, design, and create a better world. A better world is a sustainable world in which people and the planet are becoming healthier, more vibrant, and more prosperous. It's not just about minimizing environmental harm, but rather about restoring the planet, rejuvenating local communities, and creating thriving urban centers.

To achieve this vision, we aspire to help millions of architects, designers, and engineers worldwide radically transform the built world by accelerating sustainable design. Our broad customer base and extensive product portfolio provide Autodesk a unique opportunity and competitive advantage to help companies around the globe address sustainability, benefitting people worldwide.

Our four-pronged strategy includes the following:

Offer the best portfolio of sustainable design solutions, and make sustainable design easy and cost-effective.

As a company, we have made strong progress in the past few years in making the ecological impacts of design decisions more accessible to architects, engineers, and designers early in the design process through our technology. For example, designers and engineers can now use the Eco Materials Adviser functionality in Autodesk® Inventor® 2012 software to design more sustainable products by choosing better materials against the real-world constraints of cost and performance. Material selection also plays a key role in meeting regulatory requirements such as the European Union Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment (WEEE) directives.

Educate and empower people to use our tools to design a more sustainable world.

Beyond offering tools that enable sustainable design, we also recognize the need to educate our customers about how to use those technologies to radically rethink the design process and make the outcome better and more sustainable. For example, the Autodesk Sustainability Workshop is an online public-facing portal of free educational content that explains in simple terms what we mean by sustainable design and how to use Autodesk

Inventor software and other tools to make better decisions. With videos, tutorials, quick reference guides, and data sets, it offers tips, techniques, and tools that teach actionable strategies to incorporate sustainability considerations into designs and the design process.

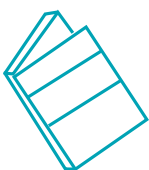
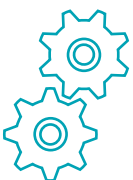
Model best practice in our own operations.

Our environmental performance is increasingly important to long-term business success and to being a credible and preferred provider of sustainable design tools. Progress in this area has led to substantial environmental and financial savings. For example, through activities such as reducing the need for business travel with virtual collaboration technology, investing in energy-efficiency efforts, and minimizing the footprint of our customer events, we have decreased our carbon footprint in absolute terms by more than 34 percent over the past two years. This also fosters top-line growth by demonstrating Autodesk's sustainability leadership and expertise to customers.

Accelerate growth opportunities.

Autodesk keeps its sights on the future, supporting industries, organizations, and initiatives that will have an impact on the future of the built world. For example, Autodesk partners with clean technology companies, providing them powerful software and opportunities to help develop critically important solutions that address our most pressing environmental issues. The Autodesk Clean Tech Partner program supports both emerging and established leaders in clean tech. Hundreds of companies worldwide are now participating in the program, using our software to get their products to market faster and more profitably.

Each of these activities builds on Autodesk's unique capabilities and is essential to accelerating sustainable design. More than ever, our investments and progress in this area are central to our ongoing leadership and success as a company.



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 oversee Autodesk's sustainability efforts. Director of Sustainability Lynelle Cameron, who reports to the chief marketing officer, manages the corporate sustainability team and is responsible for setting and implementing Autodesk's corporate sustainability strategy. Because of the important role that our products play in enabling sustainable design, sustainability teams have been established in both our Architecture, Engineering, and Construction and Manufacturing divisions. These teams have accountability for setting and implementing sustainability strategies specific to those industries. An Environmental Core Team (see below) sets and implements strategy related to optimizing the environmental performance of Autodesk operations.

Corporate Environmental Management

Understanding and reducing our impact on the environment requires a high level of coordination and commitment. With approximately 6,800 employees, offices in 88 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. One-hundred percent of Autodesk locations are covered by the company's environmental management system, which will be verified in the near future.

ENVIRONMENTAL CORE TEAM

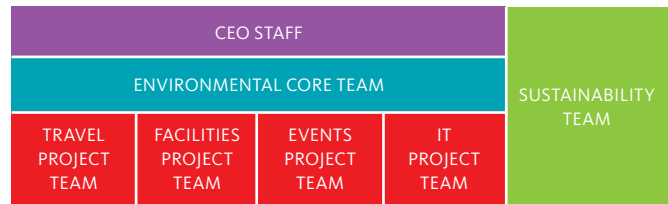
An Environmental Core Team institutes sustainability best practices across the company's operations. The team comprises senior leaders from across the business, including facilities, real estate and travel, human resources, strategic planning and operations, finance, legal, sales, marketing, IT, and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

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

Environmental Project Teams

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

AUTODESK ENVIRONMENTAL MANAGEMENT STRUCTURE



Green Teams

Green teams lead grass-roots initiatives in many of our offices worldwide. These groups are led by employee volunteers interested in reducing Autodesk's environmental footprint and educating their fellow employees on environmental sustainability. Green teams increase awareness of local recycling options, organize special events, and roll out sustainability initiatives such as community clean-ups, home electronic waste recycling drives, and education about alternative commute possibilities. We support these efforts and share results across the company through the sustainability section of our intranet.

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 regarding our carbon footprint. This enables us to better understand, improve, and report our performance.

Environmental Policy

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

Sustainability-Enabling Products

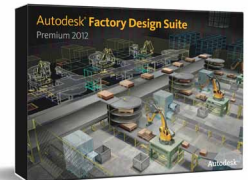
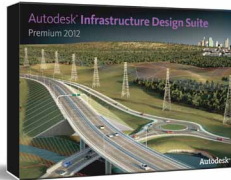
Autodesk software helps our customers create, visualize, and simulate designs before they are real. With consistent, coordinated information in a digital model, designers and engineers can more quickly and accurately conduct analysis and interpret results. This capability leads to better-informed decisions on factors related to environmental performance.

Autodesk Building Information Modeling (BIM) solutions make sustainability more accessible and cost-effective for buildings and infrastructure and help improve how those are planned, designed, built, and managed. BIM, an intelligent model-based

design process, helps our customers integrate design, simulation, and visualization into their workflows to gain greater insight on how to more efficiently use energy, water, materials, and land throughout the lifecycle of buildings and infrastructure.

In manufacturing, Autodesk Digital Prototyping solutions enable our customers to explore the real-world performance of designs, digitally. This helps them create more cost-effective and sustainable designs that are optimized for material selection and energy efficiency, and that are easier to manufacture and recycle at end-of-life, reducing waste and cost.

Several Autodesk products enable sustainable design.



Autodesk® Building Design Suite Premium provides tools to help design, analyze, and visualize more innovative and energy-efficient building designs, including:

- Autodesk® Revit® software for BIM—to more easily create building models using intelligent objects and integrated conceptual energy analysis¹¹
- Autodesk® 3ds Max® Design software—for natural and artificial daylighting simulation and powerful visualizations of green designs

Autodesk® Infrastructure Design Suite Premium provides tools to support planning and design of sustainable infrastructure projects, including:

- AutoCAD® Map 3D software—model-based GIS software for infrastructure planning helps to better understand site selection options
- AutoCAD® Civil 3D® software—the BIM solution for civil engineering design
- Autodesk® Storm and Sanitary Analysis¹²—comprehensive hydrology and hydraulic analysis application

Autodesk® Product Design Suite provides designers and engineers a complete set of product design and visualization tools for Digital Prototyping in a convenient, cost-effective package:

- Autodesk® Inventor® software—design, test, and validate products with integrated product simulation tools
- Autodesk® Vault software—create and manage crucial parts lists and bills of materials (BOMs)
- Autodesk® 3ds Max® Design software—easily create renderings and animations that help convey ideas to managers, explain designs to manufacturers, and persuade customers

Autodesk® Factory Design Suite is a 2D and 3D factory layout and optimization solution that can help users make better layout decisions by creating a digital model of their factory:

- Autodesk® Inventor® software—create intelligent 3D models of custom factory equipment
- Autodesk® Navisworks® products—explore factory layouts with interactive 3D virtual walk-throughs
- AutoCAD® Architecture software—simulate movement and flow of material through the factory

¹¹ Available to Autodesk® Subscription customers of Autodesk® Revit® Architecture and Autodesk® Revit® MEP software.

¹² Included with AutoCAD® Civil 3D® and AutoCAD® Map 3D software.

Autodesk® Mechanical Simulation software extensive finite element modeling tools help manufacturers study initial design intent and accurately predict product performance.

Autodesk® Moldflow® Simulation software provides injection molding simulation tools for validating and optimizing plastic parts, injection molds, and the injection molding process for manufacturing.

Explore [Key Issues](#) to learn how our customers are using Autodesk solutions to address challenges and opportunities in areas such as green building, smart utilities, and sustainable infrastructure. View [Customer Stories](#) for detailed examples illustrating how architects, designers, and engineers worldwide use Autodesk software to transform how they design the world around us.

Autodesk Clean Tech Partner Program

The Autodesk Clean Tech Partner Program, founded in 2009, supports the efforts, innovations, and environmental advancements of clean technology pioneers by providing world-class software to design, visualize, and simulate their ideas through the creation of digital models and prototypes. Clean tech companies in North America, Europe, and Japan who can benefit from Autodesk solutions for Digital Prototyping are invited to apply to the Autodesk Clean Tech Partner Program, which provides participants with up to US\$150,000¹³ worth of software for only US\$50. With digital prototypes, clean tech innovators can explore and communicate ideas, test multiple concepts, and accelerate improvements, while reducing potentially costly errors.

Hundreds of companies are participating in the Autodesk Clean Tech Partner Program worldwide. For example:

- Automotive manufacturer Tesla Motors uses Autodesk design software to reinvent electric cars, creating high-quality designs more quickly and efficiently.
- Clean energy company Eventix uses Autodesk design software to help convert solid municipal waste into clean fuel.
- Micromidas uses Autodesk software to turn polluting biosolid sludge into advanced plastics.
- APTwater uses Autodesk design software to optimize space and materials use for its water treatment, wastewater reuse, and environmental remediation technologies.
- Utility Scale Solar used Autodesk software to design, test, and create its heliostat devices.

[Learn more.](#)

Autodesk as a Living Lab

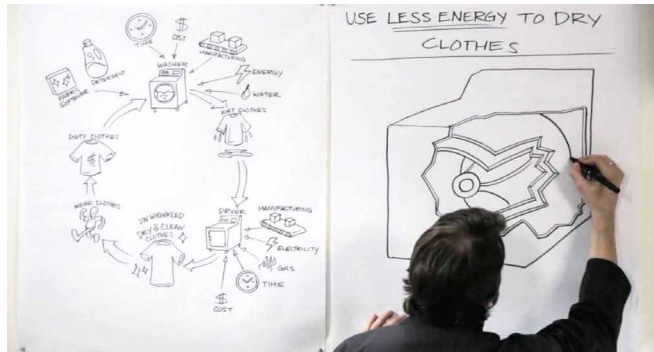
At Autodesk, we have a unique opportunity to explore innovative ways of using our software for sustainable design by applying it to our own business and operations. This enables us to:

- 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

For example, our facility in the Solaris building in Singapore was a 56,000-square-foot interior build-out, completed in 2011. Aedas Interiors, a leading international design practice, used Autodesk® Revit® Architecture software to visualize the real-world appearance and simulate the performance and cost of the project. Revit Architecture also helped Aedas collaborate with the project's mechanical, electrical, and plumbing (MEP) engineering consultants, who used Autodesk® Revit® MEP software. The site is seeking LEED® Platinum Certification for Commercial Interiors.

Sustainable Design Education

In industries from consumer goods and transportation to architecture, utilities, and urban planning, designers and engineers are being asked to deliver more sustainable products and projects.



Autodesk offers educational tools and resources to help students and educators learn and teach sustainable design, including:

- [Autodesk Sustainability Workshop](#), a free online resource offering short, engaging videos that demonstrate basic principles of sustainable design, as well as case studies and tutorials that illustrate how to put the concepts into practice with Digital Prototyping and Building Information Modeling (BIM).
- Software grants through the [Autodesk Education Community](#), for students and educators who want free¹⁴ access to the latest versions of more than 30 titles of Autodesk software for personal use. Autodesk also offers specially priced software bundles to IT departments of educational institutions.

¹³ Value is based on up to five commercial licenses of each application.

¹⁴ Free products are subject to the terms and conditions of the end-user license agreement that accompanies the software. The license term is 36 months.

- The [Autodesk Sustainable Design Curriculum 2010](#) that helps teachers incorporate BIM techniques and technology for sustainable design into their classrooms and studios. The curriculum uses Autodesk software and includes an instructor guide, student workbook, datasets, and videos. It is available in Chinese, English, German, Italian, Japanese, and Korean.
- The [Autodesk BIM Workshop](#), created to help architecture, engineering, and construction management students learn BIM sustainable design practices along with integrated project delivery (IPD) concepts. The interactive site has extensive learning materials, videos, and exercises, as well as comprehensive teaching tools that provide students with a strong focus on sustainable and conceptual design concepts.



Dawn Danby, senior sustainable design program manager, and Jeremy Faludi, LEED® AP, sustainable design strategist and researcher, demonstrate the principles and practice of sustainability in an assortment of engaging videos on Autodesk Sustainability Workshop.

Autodesk also fosters sustainable design education through collaboration with leading organizations and governments. In our work with China’s Ministry of Education, Autodesk is helping to shift engineering practices throughout the country by training faculty on Autodesk software and best practices that enable sustainable design. As part of this agreement, Autodesk has jointly set up more than 10 Centers of Excellence and design centers in universities throughout China and founded a student design community to support teacher and student interaction. In late-2009, Autodesk announced plans to donate US\$50 million worth of software to Chinese schools and universities.

We fuel students’ passions outside the classroom as well by sponsoring sustainable design competitions, such as the Shell Eco-marathon, which challenges students to design, build, and test energy-efficient vehicles—and see which can go the farthest using the least energy. The Solar Decathlon, also sponsored by the U.S. Department of Energy, challenges students worldwide to design an attractive and energy-efficient solar-powered house. [Learn more.](#)

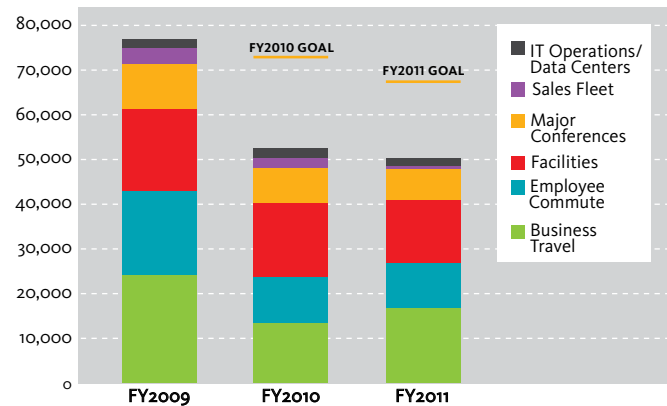
See page 18 for more information about Autodesk’s education and access to technology efforts.

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 four years, we have dramatically improved our measurement system and become more carbon-efficient.

Autodesk increased revenue 14 percent in fiscal year 2011 compared to fiscal year 2010, while managing to reduce greenhouse gas (GHG) emissions per dollar of revenue by 14 percent during that period. Despite significant growth as a company and emergence from the global economic downturn, we decreased our carbon footprint in fiscal year 2011 by 2 percent in absolute terms over the prior year and more than 34 percent compared to the base year, fiscal year 2009, to 50,400 metric tons of carbon dioxide equivalent (CO₂e).

GHG EMISSIONS, BY ACTIVITY
(Metric Tons CO₂e)



SCOPE OF FOOTPRINT

As part of our commitment to model sustainability best practices, Autodesk includes 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 affect our vendors’ carbon footprints and use our influence to reduce our vendors’ impact on the environment.

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

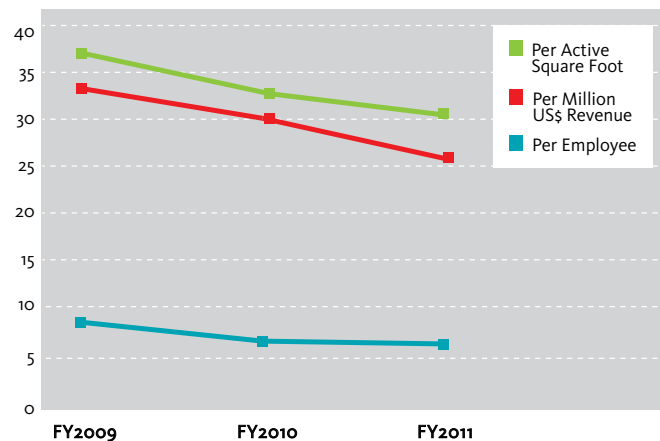
Our carbon footprint process has earned recognition by the Carbon Disclosure Project and various socially responsible investment indexes.

Autodesk follows the Greenhouse Gas Protocol for carbon measurement and reporting. While the company’s GHG emissions are not currently verified by a third party, Autodesk plans to pursue such verification in the near future.

Autodesk has become more carbon efficient year over year by other measures as well, reducing CO₂e emissions per employee by 5 percent and per total active square footage by 10 percent.

GHG EMISSIONS INTENSITY

(Metric Tons CO₂e)



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

View Autodesk's [Carbon Disclosure Project](#) submissions for additional detail about our approach and calculation methodologies in this area, as well as our assessment of climate-related risks and opportunities for our company.

We also help our customers and their customers decrease GHG emissions through the use of our products. See page 7 for detail.

SETTING A GHG EMISSIONS REDUCTION GOAL USING C-FACT

Autodesk has devised an approach to developing targets to reduce GHG emissions. Our Corporate-Finance Approach to Climate-stabilizing Targets (C-FACT) methodology calls for companies to reduce GHG emissions in line with global scientific and policy climate stabilization targets, and in proportion to companies' relative contribution to the economy, 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.

We have committed to following this approach through the year 2020. Autodesk will publish the annual target derived from this methodology and our performance against that target at the close of each fiscal year.

Autodesk remains on track to meet its target for 2020 as identified by our C-FACT methodology. For fiscal year 2011, we used the methodology to define our target to reduce absolute emissions by 10.9 percent compared to our fiscal year 2009 baseline. We exceeded and continue to be ahead of this target. For fiscal year 2012, our C-FACT target is a 15.8 percent absolute reduction from our fiscal year 2009 baseline. We will continue to pursue reduction initiatives to achieve this target.

[Learn more](#) about C-FACT.

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 2011, business travel resulted in 16,600 metric tons CO₂e of GHG emissions, 33 percent of the total Autodesk carbon footprint and 25 percent more than the prior year, largely due to business growth as Autodesk emerged from the global economic downturn. This total is 31 percent lower than our base year (fiscal year 2009) and includes emissions from air travel and ground transportation such as rental cars.

We ask our travel vendors about their environmental performance—such as information regarding jet fuel efficiency from our preferred airline partners, details about the availability of hybrid vehicles from our car rental and leasing vendors, and information about environmental commitments, green cleaning, and sustainable tourism certifications from our preferred hotel vendors. This helps us define requirements in our requests for proposal and make decisions that will reduce our environmental impact. While we encourage those vendors to improve their own efficiency, the most direct way we can reduce emissions from travel is by reducing travel itself.

Our 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 22 Telepresence systems, more than 50 Roundtable systems, and company-wide webcam conferencing options. We are rolling out extensive training and support programs to encourage employees to capitalize on these tools.

In 2010 and 2011, Autodesk implemented campaigns to educate employees about GHG emissions caused by business travel. We communicate emissions at the time of travel ticketing; we plan to communicate alternatives beginning in 2011.

In 2010, we launched a new program called "Save a Million Week!" that aims to increase awareness and utilization of travel-saving virtual collaboration technologies. Employees are encouraged to save a million minutes of productivity, a million dollars from avoided travel, and a million pounds of CO₂e emissions.

FACILITIES

Autodesk strives to reduce the environmental footprint of our facilities. We focus foremost on GHG emissions due to energy use since it has the most significant impact. In fiscal year 2011, energy use in our facilities resulted in 14,100 metric tons of CO₂e emissions, 28 percent of the total Autodesk carbon footprint and a 14 percent reduction compared to the prior year. See page 3 for detailed energy data.

Autodesk invests in energy-saving initiatives at our facilities. In fiscal years 2009–2010, we conducted a comprehensive energy audit of our 13 largest facilities worldwide, and have been using the results to prioritize efficiency retrofits and operational changes at those sites. We completed all remaining feasible projects in fiscal year 2011. We have undertaken other targeted initiatives to optimize building equipment performance and monitoring, beginning in fiscal year 2011, and these are ongoing in fiscal year 2012.

Our efforts extend to new facilities. We target green buildings during site selection, and employ sustainable features when constructing new workplaces. As a result, we have been awarded LEED® certifications at five of our facilities (two rated Platinum, one Gold, and two Certified) and three more certifications are in progress (all Platinum). The facilities certified as of the end of fiscal year 2011 represent 10 percent of our total square footage of building space. We continue to work toward achieving more LEED certifications when opportunities arise. To achieve green building certifications, we have also begun voluntarily investing in carbon-neutral energy purchases and renewable energy certificates. These totaled 4,890 MWh in fiscal year 2011, compared to 2,960 MWh the prior year. See page 3 for detail.

We also draw on opportunities to utilize Autodesk software as we expand our own portfolio of facilities. This enables us to optimize the environmental impact of our operations while also exploring and enhancing the capabilities of our products to enable sustainable decision making. See page 8 for detail.

Autodesk recently developed its five-year strategy for sustainability in facilities, which covers site selection, energy monitoring, energy efficiency, and conservation measures. We will begin to implement this strategy in the second half of fiscal year 2012.

MAJOR EVENTS

Each year, Autodesk hosts several conferences with thousands of attendees and participates in industry trade shows worldwide. These events are important for our business, but impact the environment through GHG emissions from travel, energy use, and lodging, as well as materials use and waste. For example, in fiscal year 2011, our two biggest events together resulted in 6,950 metric tons of CO₂e emissions, or 14 percent of the total Autodesk carbon footprint.

Our sustainability guidelines and best practices for planning events that require travel guide our staff in evaluating alternatives and making decisions that will reduce the event's environmental impact. These cover:

- 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
- Reducing materials use, reusing materials, and using materials that are eco-friendly
- Decreasing waste throughout the process, from registration to signage and onsite waste reduction
- Implementing onsite recycling
- Calculating the environmental footprint of major events in collaboration with vendors to track progress

Key accomplishments from fiscal year 2011 included the following:

- Booth design and reuse: For custom booth development, we reused more than 50 percent of the previous year's booth materials and increased the percentage of recyclable or biodegradable event materials in our custom booths to 75 percent.
- Virtual participation: Virtual attendance options at the company's largest annual conferences, Autodesk University (AU) and One Team Conference (OTC), enable more attendees worldwide to access the events and lower the carbon impact, as approximately 80 percent of event-related GHG emissions are due to air travel. During fiscal year 2011, overall attendance at AU—including virtual attendance and other online elements—increased to 30,000 participants from 23,000 the prior year, yet the footprint per attendee decreased by 4 percent.
- Vendor collaboration: Autodesk has introduced carbon footprint measurement techniques to the large hosting venue for AU. In fiscal year 2011, collaboration with the venue led to successfully recycling 92 percent 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 moving forward.

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 largest environmental impact of Autodesk IT operations. In fiscal year 2011, it resulted in 1,870 metric tons of CO₂e emissions, almost 4 percent of Autodesk's carbon footprint and a decrease of more than 16 percent compared to the prior year.

To reduce energy use in our data centers, we use the Energy Star rating system to select the most efficient data servers. We also invest in server virtualization, which saves energy by decreasing the need to run and cool physical servers. So far, Autodesk has virtualized about 68 percent of our servers.

In fiscal year 2011, we began a planning effort to refresh equipment in Autodesk's information infrastructure. By implementing this plan, we expect to decrease electricity consumption for our mission critical data centers by about 50 percent.

IT Office Equipment

Autodesk uses the Electronic Products Environmental Assessment Tool (EPEAT) rating system to select desktop hardware. EPEAT helps us evaluate, compare, and select hardware based on environmental performance criteria such as energy efficiency, lower use of toxic materials, and less waste produced in manufacturing; 95 percent of our new relevant hardware devices are EPEAT qualified.

We also work 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, decreasing energy use by an estimated 21 percent.

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, and to ensure compliance with the new e-Stewards standards recommended by the Basel Action Network. We evaluate the practices of our e-waste providers and we are working with our procurement department to ensure environmental criteria are prioritized alongside cost in vendor negotiations. We also conducted an e-waste collection event to help employees responsibly manage electronic equipment at the end of its useful life.

Waste in Operations

81%
WASTE RECYCLED
AT HEADQUARTERS IN FY2011

Autodesk does not report global waste data but has initiated comprehensive data collection for waste at our headquarters campus in San Rafael, California, which represents 20–30 percent of our worldwide total. During

fiscal year 2011, we generated 162 metric tons of waste at that location. We recycled 81 percent and sent 19 percent to landfill.

We believe that decreasing our consumption is the most effective way to reduce waste. We have decreased the amount of material we use in our operations in several ways:

- **Product delivery:** Making digital download the default product delivery method for Autodesk® Subscription customers, and reducing packaging for physical product distribution. In 2010, Subscription customers downloaded 262,000 products, avoiding almost 200,000 shipped boxes and decreasing associated GHG emissions by 370 metric tons CO₂e. [Learn about](#) the carbon footprint of AutoCAD software, including physical and electronic download.
- **Office printing:** Setting printer defaults to duplex; piloting “walk up printing,” which requires employees to enter a code at the printer before a print job is started; and initiating “print greener,” which eliminates blank or unnecessary pages from print jobs.
- **Major conferences:** Eliminating signage or reusing signage year over year, designing our tradeshow booth from recycled cardboard and for full recyclability, and eliminating paper use wherever possible.

We work to reuse or recycle waste when possible. At Autodesk University, the company's largest customer-facing conference, we collaborated with our partners to divert 92 percent of waste from landfill. This included donation of food scraps to a local animal farm and recycling of many other materials. In our offices, we offer compostable utensils and cups combined with compost collection in facilities where such municipal services are available.

See Electronic Waste at left for information about our approach to managing electronic equipment at the end of its useful life.

Water Use in Operations

Although we are not a major consumer of water, we recognize that it is an important global environmental issue. Due to the fact that we lease our facilities, we do not currently have access to reliable water usage data across our operations. As with energy use and waste data, we are working with our building owners and facility managers at priority locations to gather water performance data as part of our environmental measurement system. Two of our facilities in San Rafael, California, use reclaimed water for flushing toilets and rely on weather sensitive irrigation systems. At several of our larger locations we are taking steps to further increase the efficiency of water use, such as installing low-flow toilets and dual-flush systems.

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

Environmental Compliance

As stated in our environmental policy, Autodesk will meet or exceed all applicable environmental laws and regulations related to our business operations. In fiscal year 2011, we were not fined or cited for noncompliance of any environmental laws or regulations.

Suppliers

Autodesk encourages the use of our purchasing power to improve our environmental performance while also promoting more sustainable business practices and offerings among our vendors and strengthening the market for environmentally preferable products and services. In February 2010, we revised our green procurement guidelines that were originally adopted in mid-2008.

Where applicable, the guidelines add environmental considerations as a factor in the company's selection of vendors and products to:

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

In many situations—particularly for suppliers such as travel vendors estimated to be large emitters of greenhouse gases—Autodesk includes sustainability language in requests for proposal (RFPs) and vendor contracts.

We do not currently audit our suppliers for compliance with Autodesk's green procurement guidelines, although we are exploring expanding our efforts in this area.

In fiscal year 2011, according to data provided by Dunn and Bradstreet, roughly 6 percent of Autodesk suppliers (about 400) have green certifications, representing approximately 5 percent of Autodesk's supply chain spending. Through this initiative, we also assess suppliers' workforce diversity.

SOCIAL AND LABOR STANDARDS FOR SUPPLIERS

We spend about 10–20 percent of Autodesk's procurement total on physical goods such as computers and office supplies. Travel, telecommunications, marketing, and other services represent the other 80–90 percent. As a result of the relatively small amount spent on manufactured goods, we have not implemented a labor policy. However, while the company does not have labor standards for suppliers, Autodesk does exercise preference for suppliers that meet basic criteria in areas such as working hours and overtime, freedom of association, wages, and prohibiting forced and child labor.

Public Policy

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

Our Government Affairs team and other key company representatives engaged with government officials, nonprofit organizations, think tanks, and other entities during fiscal year 2011 to advance sustainable design principles, especially with regard to infrastructure development, and to support policies that help reduce energy consumption and GHG emissions. To this end, Autodesk has recently:

- 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
- Briefed Information Technology and Innovation Foundation delegations on the latest developments in building energy analysis technologies
- Worked with the World Resources Institute and Rocky Mountain Institute 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 for infrastructure design and construction

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not make contributions with regard to U.S. state elections in fiscal year 2011. See historical data on page 4.

Customers

At Autodesk, we serve seven main industries within four key divisions. In addition to formal cross-company customer response systems implemented in 2011, each division also plays an important role and has accountability for customer feedback, management, and integration. We offer Subscription services to customers with phone support for frequently asked questions, as well as free online forums for customers to provide feedback and ask questions at any time.

An increasing number of our customers request information about our sustainability performance, related to both our products and our operations. We provide this through various channels, including our [Sustainable Design website](#), documents such as this report, in-person meetings, and our responses to requests for proposal (RFPs).

We anticipate that the number and extent of these requests will continue to grow, and sustainability will be an increasingly important dimension of our engagement with customers.

Society

We strive to ensure ethical business practices and provide a dynamic and engaging workplace for our employees. Beyond our company walls, we also seek to enrich the communities where we live and work and expand opportunities to people worldwide through our products.

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 July 2011, the [Autodesk board of directors](#) comprises nine directors, including Autodesk CEO Carl Bass. All current directors, other than Bass, are independent, according to the criteria for independence established by the NASDAQ Rules. This includes our chairman, Crawford W. Beveridge. Two of our directors are women.

The Autodesk board of directors adopted the Governance Guidelines in 1995, and most recently amended them in 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 three committees: Audit; Compensation and Human Resources; and Corporate Governance and Nominating. All committee members are independent, according to the criteria for independence established by the NASDAQ Rules.

EXECUTIVE MANAGEMENT

Our [executive officers](#) oversee a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Additional information about the Autodesk board of directors, including information about committee composition, committee charters, director biographies, and the Governance Guidelines is available on our [Investors](#) site. Information about stock trades by members of our board of directors or by executive officers of the company is also available. The [proxy statement](#) within our Annual Report Fiscal Year 2011 provides information about and analysis of board of director and executive compensation.

Business Ethics

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

We are committed to 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, anticorruption, and free and fair competition.

All Autodesk employees worldwide are required to complete CoBC training annually and to certify that they have reviewed, understand, and agree to follow the CoBC. As of April 2011, 100 percent of Autodesk employees have done so. 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 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.

ANTICORRUPTION

We are committed to complying with all antibribery laws wherever we do business. Autodesk is subject to the U.S. Foreign Corrupt Practices Act (FCPA), as well as similar laws in many other countries, which prohibits offering, promising, or giving anything of value to a public or government official and require the maintenance of accurate books of account. The FCPA applies to conduct worldwide and covers all Autodesk operations regardless of location. Any gifts and entertainment involving government or government-related individuals must be in compliance with the law in that country and the FCPA. Any third-party, agent, or intermediary acting on Autodesk's behalf is also prohibited from offering, giving, or accepting bribes.

REPORTING CONCERNS

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

Our Business Ethics and Compliance Hotline enables employees and third parties to report suspected compliance issues for investigation and resolution. The hotline is available 24 hours a day, 7 days a week, and is run by The Network, an independent company. All calls are answered by trained interview specialists fluent in Spanish and English. 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. Maintained by the same third party as the hotline, it also allows for anonymous reporting in Chinese, Dutch, English, French, French Canadian, German, Italian, Japanese, Korean, Portuguese, Russian, Spanish, and Vietnamese.

Employees

Our approximately 6,800 employees worldwide are among our most important assets, and the source of our ongoing success. Working together, they create the products that people around the globe use to solve problems and propel positive change. To support their contributions, we strive to provide a diverse, inclusive, and safe workplace, and offer opportunities for ongoing growth.

EMPLOYEE ENGAGEMENT

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

Overall employee engagement fell a few percentage points in 2010 (see table), yet that score is still considered a relative strength by our external survey partner (anything in excess of 65 percent is considered a strength). That said, engagement scores were mixed across the company. The scores of certain large populations fell, which reduced the overall company score, although for numerous groups, engagement scores remained the same or increased. Improving our overall engagement score remains a company priority for 2011.

EMPLOYEE ENGAGEMENT SCORE

	2007	2008	2009	2010
Employee Engagement* [percent]	75%	78%	72%	68%

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

Beyond the employee engagement score, the manager effectiveness score (which represents employees' assessments of their managers' capabilities in the areas of respect and leadership) remained high at 72 percent—the same as the external 75th percentile norm. We also enjoyed significant gains in many of the areas we targeted—action planning rose from 60 percent to 66 percent, growth and development rose from 65 percent to 68 percent, and communicating a motivating vision for the company rose from 58 percent to 72 percent. Response was also strong on a question specific to sustainability. Sixty-nine percent of respondents stated they felt well-informed about Autodesk's activities in this area.

Open-ended, anonymous survey comments (the review of which is restricted to executive staff only, to encourage employees to respond freely) were in general very positive and showed an overarching sense of passion and excitement about the company, and a strong belief in co-workers. Being treated with dignity and respect in the workplace remained Autodesk's highest score—82 percent of employees either agreed or strongly agreed with that as being their experience at Autodesk.

DIVERSITY AND INCLUSION

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 potential candidates through the Society of Women Engineers.

GLOBAL GENDER DIVERSITY [PERCENT FEMALE]

	2007	2008	2009	2010
Board of Directors	17%	11%	22%	22%
Company Officers, Executives, and Senior Management	22%	21%	23%	21%
Managers and Supervisors	25%	25%	25%	24%
All Employees	30%	30%	30%	30%

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

U.S. ETHNIC DIVERSITY [PERCENT OF EMPLOYEES]

	2007	2008	2009	2010
White	76%	75%	75%	75%
All Nonwhite	24%	25%	25%	25%
Black/African American	2%	2%	2%	1%
Hispanic	5%	5%	5%	4%
Asian	17%	18%	18%	18%

*Percentages are as of the end of the calendar year noted.

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 development 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.

We do extensive needs analysis throughout the business to help plan our training needs. This is linked to a competency framework for managers and employees, whereby training needs are determined in part by using definitions of what we expect of individuals at certain levels throughout the organization.

For the most part, we measure training value using online evaluation at the end of each session. On a broader level, we also measure training effectiveness in our all-employee annual survey. In 2010, responses to the question “I am provided with

opportunities for learning and development” increased 3 percent compared to the prior year companywide. Responses to the question “I receive the training I need to do my job” rose 4 percent.

Outside of the classroom, Autodesk employees can use a number of tools to enhance their learning:

- Web-based on-demand learning material, which enables employees and managers to learn in a self-paced environment
- Resources recommending books, articles, and other materials for specific areas of focus
- Audio webcasts and recordings of training sessions
- Video podcasts of executives and external experts with key messages and experiences
- An online “manager café” discussion forum that enables managers to share ideas, problems, or concerns with each other in a moderated environment, with online live experts from human resources available to assist
- A formal, global tuition reimbursement program enabling any employee to request financial support, and possible time off, for external professional programs

For fiscal year 2011, Autodesk budgeted approximately US\$1,000 per employee globally for training. This includes internal as well as external education programs.

As a part of the development process, all Autodesk employees receive a formal annual performance review. This includes 360-degree input and focuses on assessment and feedback against individual goal achievement as well as demonstrated competency and proficiency.

HEALTH AND SAFETY

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

Health and Wellness

Our commitment begins with helping employees and their spouses or partners minimize and avoid health problems.

After several years of offering our voluntary and confidential wellness program to U.S. employees and their spouses or partners, we continue to enhance the program components. The initiative continues to offer voluntary wellness campaigns designed to help employees reduce stress, increase physical activity, and improve their diet. On-site biometric screenings and flu shots are offered at many U.S. office locations and have been well received by employees. The program is predominantly in the United States, but we anticipate expanding elements to other locations, as feasible.

In 2011, we launched an initiative making U.S. employees eligible for a free, easy-to-use smart pedometer, also referred to as an accelerometer. Data can be downloaded wirelessly to a personal web portal in order to monitor daily activities and track progress

toward goals. The accelerometer uses 3D motion sensor technology to track calories burned, steps taken, distance traveled, and even sleep quality.

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

Safety and Security

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

- Management commitment and assignment of responsibilities
- Communication about safety 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. We advise them of relevant health and security conditions before they depart and track their location to update them if needed. We also work with a medical services provider to deliver 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 any incident. Employees can call our Security Dispatch Center at any time with questions about safety or security.

Ergonomic Safety

We are in the process of rolling out what will eventually become a global ergonomic safety standard. Our online Work Station Safety Plus self-assessment and training program tracks personal ergonomic risks identified by employees, and suggests alternative work habit practices to potentially resolve those issues. If issues persist despite the employee's best efforts, professional ergonomists are available to provide further assessments and corrective measures, including work habit changes and, in some cases, work station modifications. We have also made available ergonomic keyboards, laptop stands, gel-filled wrist pads and mouse pads, and a line of ergonomic mouse controllers.

Occupational Injury and Illness Data

In the United States, 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 past three years. The most significant injuries have been ergonomic- or repetitive stress-related, representing 43 percent of the total in 2010. Slip and fall injuries represented 21 percent of the total.

EMPLOYEE BENEFITS

Autodesk offers a range of benefits, which vary by location, to meet the needs of our employees and to remain highly competitive with regional practices and to comply with local statutory requirements. These include high-quality health insurance plans, survivor and income protection plans, and flexible spending accounts as part of our flexible benefits program. We also provide flexibility and support for personal needs, and promote a healthy work-life balance. We offer a range of paid time off programs, including sabbatical, vacation, and holidays (including time off in December between Christmas and New Year's). See [detail](#) about benefits for U.S. employees.

FREEDOM OF ASSOCIATION

None of our employees in the United States is represented by a labor union. In certain foreign countries, however, our employees are represented by work councils. We have never experienced any work stoppages and believe our employee relations are good.

RESTRUCTURING

In the past, we have periodically initiated restructuring programs to reduce Autodesk's operating costs. For example:

- In the fourth quarter of fiscal year 2009, we initiated a restructuring program that reduced the number of employees by a total of approximately 700 positions globally and resulted in the consolidation of approximately 27 leased facilities.
- In the second quarter of fiscal year 2010, we launched a restructuring program which resulted in headcount reduction of approximately 430 positions globally and the consolidation of approximately 32 leased facilities around the world.
- In the first quarter of fiscal year 2011, we initiated a restructuring plan that resulted in targeted staff reductions of approximately 200 positions. No leased facilities were consolidated as a part of this restructuring.

Accessibility

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

See links to [Voluntary Product Accessibility Templates \(VPATs\)](#) that detail the accessibility features of Autodesk products and help government customers determine their own compliance.

Privacy

Autodesk and its subsidiaries worldwide respect customers' and website visitors' rights and our obligations in regard to privacy and personal information. Our [Privacy Policy](#) explains how we collect, store, use, share, transfer, and retain personal information, as well as how customers and website visitors can access and update their personal information and choices. The policy also explains how we interact with third parties, such as online and offline service providers who help us with our business needs or channel partners who may provide information to us when customers purchase an Autodesk product license or service through them. All of our employees, contractors, and subsidiaries are covered by our privacy policy.

Community Investment

Autodesk's vision in community investment is to respond to local needs in the arts, education, the environment, and health and human services. Through our products, values, and actions, we strive to build and foster healthy, sustainable communities.

Our community investment activities are managed globally by employee volunteers who report to the Manager of Community Relations in San Rafael, California. All funding completes a thorough approval process before donations are disbursed.

COMPANY GIVING

Company giving at Autodesk is a combination of cash and products, as detailed below.

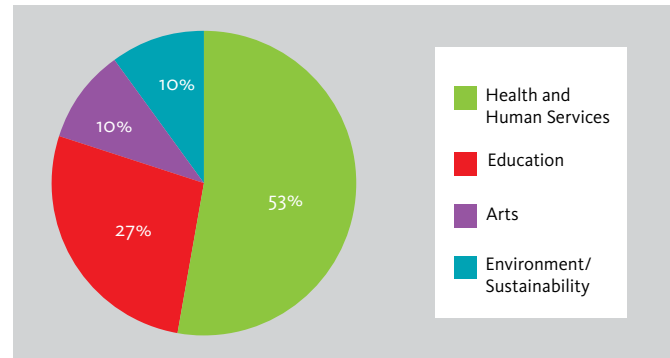
COMPANY GIVING [US\$]

	FY2008	FY2009	FY2010	FY2011
Cash Contributions	\$1,238,000	\$1,740,000	\$1,046,000	\$1,038,000
Product Donations*	\$791,000	\$624,000	\$154,000,000	\$100,000,000

* Autodesk calculates its product donations at commercial value. The data for fiscal years 2008 and 2009 include products donated through the Autodesk Community Relations program. Beginning in fiscal year 2010, data also include products donated through the Autodesk Assistance Program (AAP), which provides training and certification to non-employees wishing to become proficient in Autodesk products. The amount included for fiscal year 2011 is an estimate and is less certain than the amount included in the prior year. Data in this row do not include the value of products granted to students and educators at no cost through the Autodesk Education Community. Since inception in 2006, 2.8 million users have downloaded nearly 4 million free Autodesk software titles through this program, including nearly 1.1 million in fiscal year 2011. See page 19 for detail.

We focus our cash contributions in the following categories.

CASH CONTRIBUTIONS BY AREA, FY2011



EMPLOYEE GIVING AND VOLUNTEERISM

Autodesk encourages employees to support communities by participating in volunteer activities. In fiscal year 2011, employees logged more than 8,500 volunteer hours in their communities at schools, food banks, animal shelters, and other organizations, and participated in walks, runs, bike rides, and other community events. The company posts opportunities on an internal electronic bulletin board, and charitable organizations seeking volunteers can submit information for publication. In addition to the company cash contributions noted above, employee matches totaled \$222,000 during fiscal year 2011.

EMPLOYEE GIVING AND VOLUNTEERISM

	FY2008	FY2009	FY2010	FY2011
Employee Giving [US\$]	\$172,000	\$295,000	\$200,000	\$222,000
Employee Volunteer Hours	6,700	N/A*	4,900	8,500

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

Access to Technology

For almost 30 years, Autodesk has been making design technology more accessible to more people. We first took what once required a supercomputer and brought drafting to the personal computer with AutoCAD®. More recently, Autodesk has used the iPhone®, iPad®, and the vast computing power available in the cloud to offer companies of all sizes access to high-performance visualization, simulation, design, and collaboration technologies, including AutoCAD® WS web service and the Autodesk® Inventor® Publisher Mobile Viewer app.

We strive to make our technology and the knowledge to use it effectively available worldwide, including in the emerging/developing world. Beyond the product innovations mentioned above, our approach is twofold.

PRICING AND DISTRIBUTION FOR EMERGING ECONOMIES

Autodesk sells Autodesk® SketchBook® Mobile, AutoCAD LT®, and Autodesk® Inventor LT™ software, all of which have higher-priced, more capable peer products. In some emerging countries we also sell older versions of mainstream products at deep discounts. We have a policy to adjust our pricing in all emerging markets to align with purchasing power, based on a combination of per capita gross domestic product and salary data for architects and engineers.

EDUCATION

Through the [Autodesk Education Community](#), we grant students and educators free¹⁵ access for personal use to the latest versions of more than 30 titles of Autodesk software.

Autodesk has numerous initiatives specifically tailored to provide access to technology and design education in remote areas as

well. Our Centers of Excellence (COEs) in China, India, Russia, and other emerging countries provide faculty and students with digital design tools, multidisciplinary and project-based curricula, and state-of-the-art facilities needed to address new design challenges. Each COE is customized to meet the needs of the students and customers in that region.

We measure the success of our access to technology efforts through reach. Since inception in 2006:

- More than 20,000 institutions have registered on the Autodesk Education Community
- 2.8 million users have downloaded nearly 4 million free¹⁶ Autodesk software titles, including nearly 1.1 million in fiscal year 2011

[Learn more](#) about the Autodesk Education Community. Read about our initiatives to enhance sustainable design education on page 8.

Partnerships

Autodesk builds awareness, boosts adoption of sustainable design practices, and extends our potential to affect change through public and private partnerships, sponsorships, and strategic alliances with organizations working to solve global sustainability challenges. Examples include the American Society of Civil Engineers, the Biomimicry Institute, the Cleantech Group, the Designers Accord, the U.S. Green Building Council, the World Resources Institute, and many others. See a [more detailed list](#).

Awards and Honors

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

- Dow Jones Sustainability World Index
- FTSE4Good Index Series
- Goldman Sachs SUSTAIN
- S&P U.S. Carbon Efficient Index

See more [detail](#).

About This Report

Autodesk is committed to sharing information about our environmental and social performance and how our products enable sustainable design. This transparency enables customers, investors, employees, nongovernmental organizations, and others to assess our progress.

In 2008, we published our first sustainability report. Since then, our sustainability initiatives and accomplishments have grown. This document describes our progress through fiscal year 2011 (ending January 31, 2011). Performance data included in this document are based on the Autodesk fiscal year when noted as such, and calendar year otherwise. Performance data cover the company's global operations, unless otherwise stated.

¹⁵ Free products are subject to the terms and conditions of the end-user license agreement that accompanies the software. The license term is 36 months.

¹⁶ Ibid.

GRI Index

The [Global Reporting Initiative \(GRI\) G3 Sustainability Reporting Guidelines](#) provide principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. Autodesk took this framework into account in 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 CEO Carl Bass
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, 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).	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.	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).	Summer 2010
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.	Corporate Environmental Management About This Report
3.6	Boundary of the report.	About This Report
3.7	State any specific limitations on the scope or boundary of the report.	Noted in relevant sections
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Corporate Environmental Management About This Report
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Performance Summary Autodesk Carbon Footprint
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Performance Summary
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Performance Summary Community Investment
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.	Corporate Environmental Management Business Ethics
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; nongovernmental 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)	Community Investment Annual Reports
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change. (Core)	Autodesk Carbon Footprint
EC3	Coverage of the organization's defined benefit plan obligations. (Core)	Annual Reports
ENVIRONMENTAL		
EN3	Direct energy consumption by primary energy source. (Core)	Performance Summary
EN4	Indirect energy consumption by primary source. (Core)	Performance Summary
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	Performance Summary Autodesk Carbon Footprint
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)	Sustainability-Enabling Products Autodesk as a Living Lab
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	Autodesk Carbon Footprint
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core)	Performance Summary Autodesk Carbon Footprint
EN17	Other relevant indirect greenhouse gas emissions by weight. (Core)	Performance Summary Autodesk Carbon Footprint
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	Autodesk Carbon Footprint
EN22	Total weight of waste by type and disposal method. (Core)	Performance Summary Waste in Operations
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	Waste in Operations
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (Core)	Performance Summary Environmental Compliance
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional)	Performance Summary Employee Travel Waste in Operations
LABOR PRACTICES AND DECENT WORK		
LA1	Total workforce by employment type, employment contract, and region. (Core)	Employees
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
LA10	Average hours of training per year per employee by employee category. (Core)	Performance Summary Training and Development
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional)	Training and Development
LA12	Percentage of employees receiving regular performance and career development reviews. (Additional)	Training and Development

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. (Core)	Diversity and Inclusion
SOCIETY		
SO5	Public policy positions and participation in public policy development and lobbying. (Core)	Public Policy
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (Additional)	Public Policy

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