AUTODESK

FY26 Impact Report

Let’s design and make a better world for all

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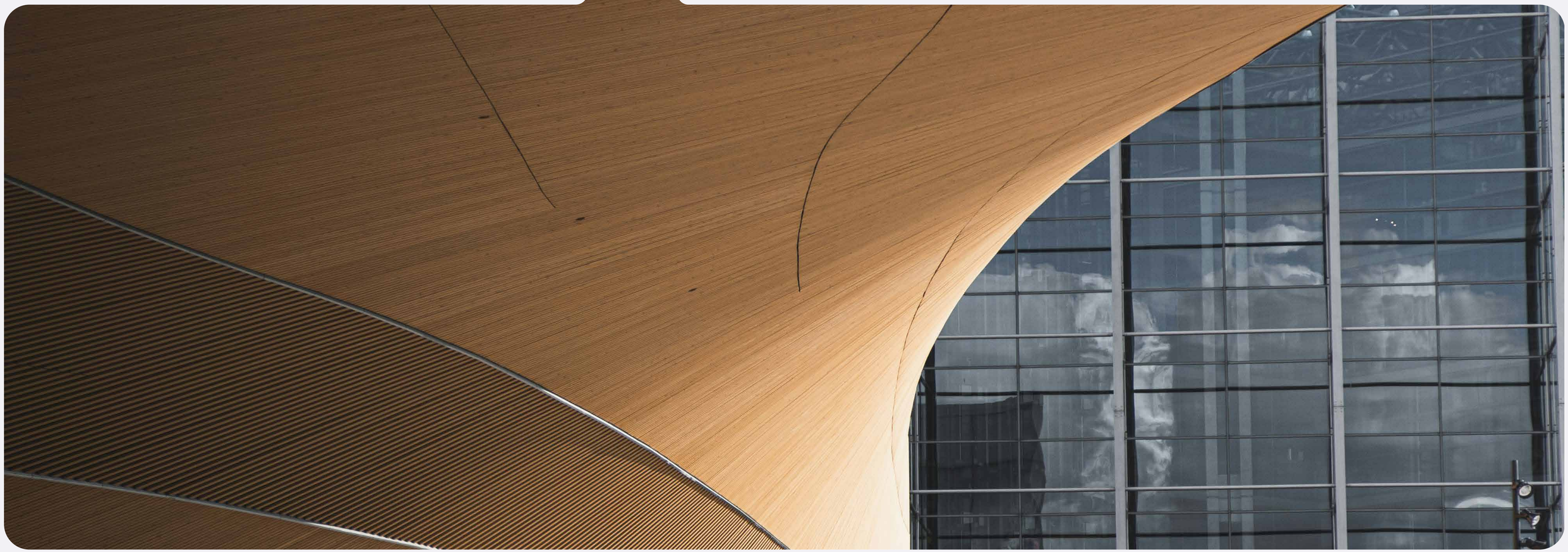
Performance data included in this report are based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2026 fiscal year ran from February 1, 2025, through January 31, 2026. Performance data cover Autodesk's global operations, unless otherwise stated. In some cases, segments in tables do not add up to the total due to rounding. All dollar amounts listed are in USD.



Overview

A message from our President & CEO and CSO

Change across our industries continues to accelerate. Geopolitical uncertainty, energy market volatility, and the rapid scaling of artificial intelligence are reshaping how our customers plan, design, build, manufacture, and operate. Climate-related disclosure requirements are expanding across major economies. Climate risk is increasingly reflected in insurance and capital markets. And the capital investment cycle now underway—spanning AI infrastructure, energy systems, and industrial modernization—is one of the largest in a generation, with clean energy and electrification investments alone exceeding $2 trillion in the past year.[1]

This landscape is becoming more complex and uneven across regions. While some markets face political headwinds and others move faster on regulation, our customers share a common challenge: delivering projects that are more efficient, resilient, and accountable while balancing cost, compliance, and speed.

Autodesk sits at the center of this. As the platform where design and make workflows converge, we bring together industry expertise, connected data, and real-world context across the project lifecycle. AI is making our offerings more powerful. By applying AI within our platform, we help customers optimize designs in real time, accelerate modeling and iteration, and better understand tradeoffs among cost, performance, and sustainability. At the same time, the infrastructure required to power AI is creating new demands on energy systems. We are committed to being transparent about both sides of that equation and supporting AI that advances sustainable outcomes across our platform and the industries we serve.

Our enterprise customers are increasingly linking sustainability performance to operational efficiency, project delivery, and long-term asset value. This is visible in customer priorities, from embodied carbon requirements in major capital projects to growing demand for tools that help teams evaluate cost and carbon together. Cost, efficiency, and sustainability are no longer separate conversations; they are converging.

Within our own operations, we advanced our climate commitments in FY26 by expanding renewable energy procurement, investing in high-quality carbon removal, and managing the carbon footprint of our growing AI capabilities. We also procured sustainable aviation fuel to help address business travel emissions and support the development of lower-carbon fuel markets. Progress in our own operations is essential to our credibility as a partner to our customers and the industries we serve.

We also invested in platform capabilities that make sustainability actionable within existing customer workflows. We advanced carbon measurement across the design and construction lifecycle, integrated new emissions datasets into our core tools, and demonstrated early AI applications that identify both cost and carbon savings on active projects. Forma Carbon Insights, for example, now enables teams to assess carbon impacts earlier in the design process, alongside cost and performance decisions.

At the industry level, we expanded our work on the standards and data infrastructure needed to support the next generation of sustainable design and construction. Through our partnership with the World Business Council for Sustainable Development and leading global architecture and engineering firms, we are helping to drive greater consistency in how carbon is measured, reported, and reduced across building and infrastructure projects.

Building long-term resilience across our industries also requires empowering people with capabilities to deliver better outcomes. Through Autodesk's education initiatives, we equip students, educators, and the next generation of designers and makers with the skills, tools, and technology needed to address increasingly complex global challenges.

Looking ahead, our priorities are clear. We will continue to lead through our own operations. We will scale the sustainability capabilities embedded across our platform. And we will help our customers and industries capture the growing demand for lower-carbon, higher-performance outcomes.

The transition toward a more sustainable and resilient built environment and manufacturing sector is well underway, driven by economics, customer demand, and necessity. Autodesk is where many of the critical design, engineering, construction, manufacturing, and operational decisions get made, and we are committed to helping ensure those decisions lead to better outcomes for our customers, our employees, our investors, and the world we share.

Andrew Anagnost
President and
Chief Executive Officer

Joe Speicher
Chief Sustainability Officer

FY26 highlights

Global culture

Launched our
company culture
guide, One ORBIT

Learning and talent development

Supported AI upskilling companywide

Sustainable business practices

Sourced
100%
renewable electricity in FY26 for our operations and supply chain[2]

Workforce readiness

Reached
150 million
students and educators worldwide, to date

Enable sustainability solutions

Advanced platform and AI-powered solutions for sustainability

Autodesk Foundation

Celebrated a decade of impact
with the Autodesk Foundation

Employee engagement in impact

82%
of employees said our vision of “a better world designed and made for all” influences their decision to work at Autodesk

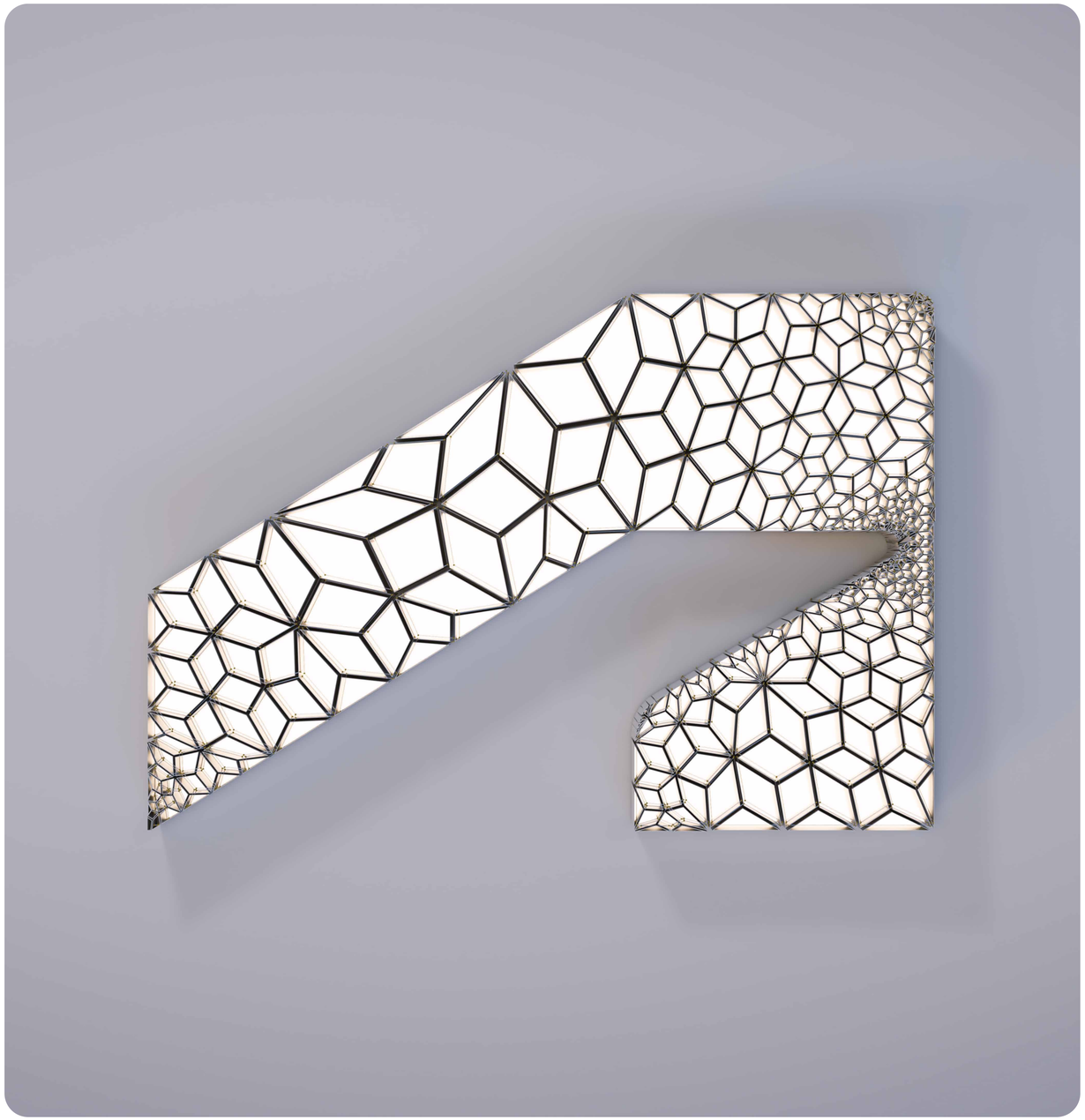
Enable sustainability solutions

Launched the Sustainability Data API to connect our customers to trusted sustainability data in core solutions

Autodesk Foundation

$25.6 million
in financial and in-kind support to Autodesk Foundation portfolio organizations

Our company



A better world designed and made for all

Innovators across industries rely on Autodesk's Design and Make Platform to turn ideas into real-world outcomes.

By connecting the people, data, and workflows behind the world's buildings, infrastructure, products, and media, the Autodesk Platform helps teams make better decisions from concept through completion. This enables customers to deliver better business outcomes while using resources more productively, building more resilient systems, and empowering innovators to transform how the world is designed and made.

Autodesk is focused on the convergence of design and make, enabled by our platform, industry clouds, and AI.

Together with our customers who are designing and making our shared future, we can drive progress toward a better world, designed and made for all.

Architecture, Engineering, Construction & Operations

Autodesk's architecture, engineering, construction, and operations software enhances the design, build, and operation of building, infrastructure, and industrial projects.

Product Design & Manufacturing

Autodesk's product development and manufacturing software equips manufacturers with holistic solutions for projects throughout the design and make process.

Media & Entertainment

Autodesk's suite of media and entertainment solutions enables studios to push the bounds of what's possible with lifelike computer graphics characters, immersive scenes, and compelling effects for film, TV, and games, as well as production management and review.

Strategy and governance

Impact strategy

Autodesk's impact strategy is designed to support long-term business resilience and value creation by focusing on the sustainability issues most relevant to our business, our customers, and the industries we serve. The strategy helps inform how we manage risk, advance operational priorities, respond to stakeholder expectations, and develop capabilities that support customer needs and business growth.

In FY26, Autodesk refined our impact strategy to strengthen alignment with product development and go-to-market priorities in response to increasing customer demand for sustainability-related solutions and insights. This evolution reflects our position that impact is integrated into business strategy and is increasingly relevant to how Autodesk creates value for customers, supports innovation, and positions the company for long-term success.

Autodesk's impact strategy is integrated into the company's annual strategic planning process, which considers customer needs, market developments, investor expectations, industry trends, and the broader external environment. Through this process, Autodesk establishes priorities, goals, and strategic objectives across relevant areas of the business, including impact. Accountability for these priorities resides with the relevant executive leaders, with oversight from the CEO and the Board of Directors.

Each year, Autodesk works to advance progress against its goals, maintain its public commitments, and enhance readiness for evolving regulatory requirements and stakeholder expectations. This report summarizes Autodesk's performance in FY26.

→ Learn about assessments that inform our impact strategy.

→ Learn how we drive progress toward the UN Sustainable Development Goals.

Our approach

Autodesk advances progress toward its vision of a better world through three interconnected dimensions of its business: how we operate, the technology we develop, and how we engage with our customers and industries. Together, these dimensions support positive outcomes for Autodesk, our customers, and the broader communities and markets in which we operate.

Model sustainability leadership

Lead by example in our operations, governance, and culture

Enable sustainability solutions

Advance platform, product, and AI-enabled capabilities that help customers understand, manage, and improve sustainability outcomes

Scale sustainability outcomes

Empower our customers and industries to advance sustainable outcomes

Our focus

Autodesk focuses our efforts on three impact opportunity areas. These areas reflect the intersection of stakeholder needs, business relevance, and the company's ability to contribute to positive outcomes at scale. They also help guide prioritization, resource allocation, and the assessment of progress over time.

Energy & Materials
Enable better energy and material choices, reducing carbon emissions and waste

Health & Resilience
Accelerate the design and make of places and products that are safer, healthier, and more resilient

Work & Prosperity
Facilitate the development of future-ready skills to meet the workforce needs of our industries

Impact governance

Autodesk applies a companywide approach to the governance of impact-related priorities, decision making, and disclosure. This governance structure is intended to support consistent oversight, clear accountability, and cross-functional coordination across Autodesk and our subsidiaries.

The Board of Directors oversees Autodesk's impact strategy. The Board and its relevant committees review the company's impact strategy annually and receive periodic updates on progress, priorities, and material developments related to impact matters.

Autodesk's CEO has overall management responsibility for progress against the company's impact strategy. The CSO oversees coordination across Autodesk's impact opportunity areas and provides regular updates to the Board of Directors and its committees. Executive leaders across the business are responsible for advancing impact-related priorities within their respective functions and areas of accountability.

Management oversight is supported by Autodesk's Impact Governance Steering Committee, which meets quarterly. The committee includes senior leaders from functions with significant responsibilities related to impact across the business, including Impact, Finance, Legal, Technology, and Human Resources. The committee reviews priority issues relevant to Autodesk's impact strategy and supports the company's approach to assessment, measurement, management, and disclosure of impact-related matters.

Cross-functional teams support implementation of the strategy, while functional leaders are responsible for execution within their respective organizations. Autodesk's governance approach is intended to help embed impact-related considerations into business planning, operations, governance, and reporting processes across the company.

Future state reporting

Looking beyond FY26, Autodesk is preparing to align with applicable sustainability reporting requirements in relevant jurisdictions. As part of this effort, the company has developed an internal process to assess sustainability topics using double materiality[3] principles under the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), while also monitoring other emerging regulatory requirements that may apply to Autodesk over time.

Autodesk expects to review and update these processes periodically to reflect changes in regulatory requirements, business conditions, and other relevant internal and external circumstances. This work is intended to strengthen the company's ability to identify, assess, manage, and disclose sustainability topics that are material under applicable regulatory frameworks. Because sustainability reporting requirements continue to evolve, Autodesk's approach may also evolve in response to future regulatory developments.

Impact measurement

Autodesk has publicly reported impact-related metrics for more than 15 years, including through our annual Impact Report. These metrics help the company monitor progress, support accountability, and communicate performance over time. They include, among others, greenhouse gas emissions, energy use, employee demographics, and philanthropic investments, as well as progress against relevant goals.

Autodesk recognizes that some of the most significant opportunities to drive impact at scale extend beyond the company's direct operations. In particular, we believe we can create greater impact by helping customers use data and insights to better understand and improve the sustainability outcomes associated with design and make decisions. Because these outcomes are often complex, multidimensional, and influenced by factors outside Autodesk's direct control, measurement in these areas requires continued development of tools, methods, and partnerships.

Through the work of the Autodesk Foundation, Autodesk has also developed insights into how impact measurement and management can strengthen accountability, inform decision making, and build evidence of progress over time. As we continue to advance our impact strategy, we expect to apply relevant learnings to help strengthen our approach to enabling customers and other stakeholders to measure and manage impact more effectively.

Financing impact

Autodesk continues to align elements of our impact strategy with our financial approach in order to direct resources toward initiatives that support both business priorities and impact-related outcomes. This includes consideration of how the company raises, allocates, and deploys capital in support of relevant strategic objectives.

The Autodesk Carbon Fund, which is supported by an internal price on carbon, is one mechanism the company uses to help advance its climate commitments. The fund supports decarbonization initiatives across business operations, investments in renewable energy, and the procurement of carbon credits for residual greenhouse gas emissions. In FY26, Autodesk deployed $6.5 million through the fund at a price of $34 per metric ton of CO_2e.

Autodesk also deploys philanthropic capital through the Autodesk Foundation to help support innovation and resilience across the industries we serve. In FY26, the Autodesk Foundation deployed $16.1 million to a portfolio of nonprofits and start-ups through a range of funding mechanisms, including grants and impact-first debt and equity investments.

Autodesk has stated a long-term intention to target 1% of annual operating profit in support of our impact programs, including philanthropic initiatives and climate commitments.

Spotlight on philanthropy

Philanthropy plays a vital role in advancing Autodesk's vision of a better world designed and made for all.

Funding

$25.6 million

in financial and in-kind support from Autodesk and the Autodesk Foundation to portfolio organizations in FY26

The Autodesk Foundation portfolio achieved the following:

- → 29.9 million+ individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development (cumulative)*
- → 2.8 million+ metric tons CO_2e of GHG emissions reduced in 2025
- → 438,000 individuals obtained quality jobs in 2025†

Learn more

$22.7 million

in charitable contributions in FY26, including $19.9 million by Autodesk and $2.8 million in Autodesk Foundation match of employee giving and employee program donations

Technology

$50 million

in Autodesk software donated in FY26 to 3,445 nonprofits and start-ups worldwide

150 million

students and educators globally have learned and taught Autodesk software to date

Learn more

Talent

33,710

employee volunteer hours in FY26, including skills-based Pro Bono Consulting volunteer hours

Learn more

* Cumulative data from organizations, since their inception, that were a part of the portfolio in 2025.
† We define a quality job as one that delivers financial security, a safe and healthy work environment, career growth, and meaningful agency and autonomy.

Autodesk Foundation

In 2014, Autodesk established the Autodesk Foundation. Through this philanthropic vehicle, Autodesk contributes financial resources, technology, and the talent of our employees globally to help strengthen and improve Autodesk ecosystems to be more sustainable and resilient. The Autodesk Foundation's mission is to support innovative solutions to the world's most pressing social and environmental challenges.

The Autodesk Foundation has a dual purpose:

Enabling impact across Autodesk through employee giving, volunteering, and software donations

Autodesk employee giving and volunteering is encouraged by Autodesk and rewarded by the Autodesk Foundation through matching funds and volunteer dollars. This enables employees to make an impact, deepening a sense of purpose at work, while driving collective progress toward Autodesk's shared vision of a better world designed and made for all.

Through its Technology Impact Program, Autodesk facilitates software donations to organizations that change the world through design and make.

Learn more

Catalyzing industry innovation by investing in a portfolio of nonprofits and start-ups

The Autodesk Foundation makes strategic investments to catalyze breakthrough innovation and de-risk transformative design and make solutions, often paving the way for Autodesk customers to advance impact through the use of Autodesk technology. Over the years, the Autodesk Foundation has evolved its investment strategy to be deeply rooted in global sustainability challenges that are relevant to Autodesk.

Autodesk Foundation

Model sustainability leadership

Lead by example in our operations, governance, and culture

Autodesk embeds sustainability across our business because it is fundamental to long-term value creation, risk management, and customer success. The company focuses on the issues most material to its business and has publicly reported progress for more than a decade, reflecting a sustained commitment to transparency, accountability, and continuous improvement.

Although Autodesk's direct operational footprint is modest relative to the industries we serve, the company continues to manage the environmental and social impacts of our operations responsibly as we grow and scale. By leading through our own operations, governance, and culture, Autodesk strengthens the credibility and practical experience we bring to customers seeking to address sustainability challenges.

Our sustainable business practices are designed to manage near-term risk, improve efficiency, and reduce our footprint, while also taking a long-term, systems-level view inclusive of our customers and industry needs. We anticipate how approaches to reducing emissions will evolve, from carbon pricing to clean energy procurement, and take action to advance progress in ways that are accessible and scalable for ourselves and others.

Across Autodesk, we enable employees to accelerate impact individually and collectively through their work and everyday decisions. This fosters a culture of purpose-driven performance and innovation, strengthens employee attraction, motivation, and well-being, and accelerates progress against our impact strategy, advancing our shared vision of a better world designed and made by all.

Leading by example helps Autodesk build credibility, strengthen execution, and support broader progress across the industries we serve.

Sustainable business practices

Autodesk strives to integrate sustainable business practices throughout our operations through innovation, investment and collaboration across the company and beyond. We work to continually reduce our greenhouse gas (GHG) emissions and enhance our capabilities to engage with customers and partners on their own sustainability journeys.

Three commitments guide our sustainable operations work:

- → Drive progress against science-based climate targets aligned to a 1.5°C climate trajectory.
- → Source 100% renewable electricity for our operations and supply chain through energy attribute certificates (EACs) and virtual power purchase agreements (VPPAs).
- → Compensate for 100% of our residual GHG emissions by purchasing high-quality carbon credits that meet our climate impact criteria (these criteria include fostering measurable, meaningful, and additional climate mitigation impact).

The Science Based Targets initiative (SBTi) validated Autodesk's GHG emissions reduction targets in FY22, confirming that our Scope 1, 2, and 3 targets align with a 1.5°C trajectory.[1] For the sixth consecutive year, we drove progress against our targets by engaging business partners to reduce our operational emissions. We addressed all residual emissions across our value chain through investments made via the Autodesk Carbon Fund.

Autodesk collaborates with peers, coalitions, and partners to help scale decarbonization solutions and accelerate market development for innovations critical to transforming our industries. This includes participation in organizations such as Beyond (formerly the Business Alliance for Scaling Carbon Solutions), the Business Council on Climate Change (BC3), Ceres, the First Movers Coalition, and the Sustainable Aviation Buyers Alliance (SABA).

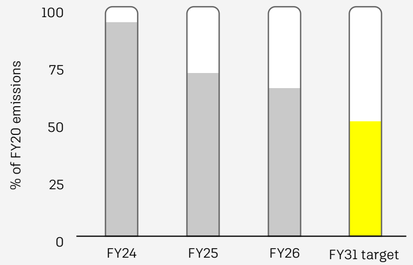
Sustainable business practices targets*

Reducing our emissions

50% reduction in Scope 1 and Scope 2 GHG emissions by FY31, compared to FY20

SBTi validated

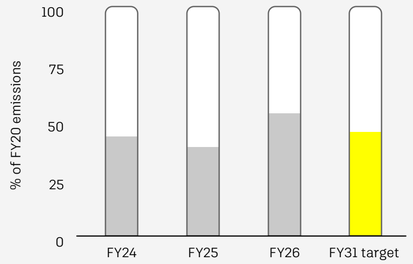
35.9% reduction achieved†



55% minimum reduction in Scope 3 GHG emissions per dollar of gross profit by FY31, compared to FY20

SBTi validated

46.2% reduction achieved‡

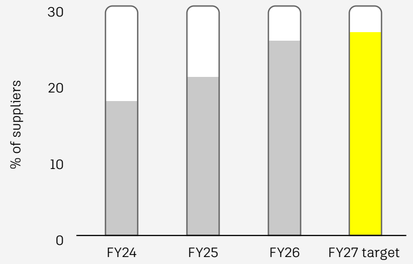


Engaging suppliers

26.5% of suppliers for purchased goods and services and business travel, by emissions, will have science-based targets by FY27

SBTi validated

25.3% achieved§



Sourcing renewable electricity

100% renewable electricity sourcing for our facilities, co-located data centers, cloud services, and employee remote work**

Achieved and ongoing

See graph

Addressing residual carbon emissions

Compensate for **100%** of residual carbon emissions for Scopes 1, 2, and 3 annually

Achieved and ongoing

* We will review our SBTi-validated targets, originally set in 2021, in line with the five-year review cycle of those targets. As a part of this process, we plan to update our baseline. View the Data summary for details.

† The 35.9% decrease from our FY20 baseline was due to reducing the number of cars in our leased fleet by 71% and reducing our office square footage by 10%.

‡ This target is an approved science-based target that covers portions of our purchased goods and services, business travel, employee commuting, and fuel- and energy-related activity emissions.

§ Autodesk's spend by supplier as well as emission factors may change on a yearly basis, which will impact progress against this target. To accommodate these factors and provide a performance buffer, we aim to engage a higher percentage of suppliers by emissions than the stated target of 26.5%.

**This is achieved in accordance with RE100 and GHG Protocol standards, through a combination of renewable electricity generated on-site, virtual power purchase agreements, and energy attribute certificates. See footnotes 7 and 8 on page 65 for information about exclusions.

Autodesk Carbon Fund

The Autodesk Carbon Fund advances our climate mitigation efforts by investing in projects and activities that are measurable and aligned with our sustainability commitments and goals. In FY26, our internal carbon price increased to $34 per metric ton of carbon. The Fund is structured to support activities that advance decarbonization, enable renewable energy adoption, and drive systemic change. These activities include support for sustainable aviation fuel (SAF), renewable electricity, high-quality carbon offsets, and the tools and resources we use to measure and manage our GHG emissions.

The Carbon Fund advanced decarbonization in FY26 through two key focus areas: sustainable aviation fuel and renewable electricity.

$6.5 million

invested in FY26 through the Autodesk Carbon Fund in projects that align with the company's impact opportunity areas

Sustainable aviation fuel

Addressing the climate crisis requires collective action across industries to help scale the critical solutions and technology innovations needed to drive meaningful change. For example, Autodesk supports the decarbonization of the aviation sector through the procurement of sustainable aviation fuel. This helps increase demand for lower-carbon aviation solutions and supports the scaling of SAF as a critical pathway for reducing emissions associated with business travel.

Twelve and Autodesk

We collaborate across industries and use our influence to accelerate the development of and scale the technologies and solutions needed to drive meaningful progress toward a low-carbon future.

In FY26, we entered into a new agreement with Twelve, a leader in carbon transformation technology, to procure power-to-liquid SAF. This collaboration builds on our commitments under SBTi and the First Movers Coalition, as well as our membership in SABA.

This agreement represents the next phase of Autodesk's longstanding relationship with Twelve, which includes:

→ Philanthropic support (Autodesk Foundation works with Twelve through both Prime Coalition and MCJ Collective)
→ Software donation
→ Pro bono consulting

Learn more

Renewable electricity

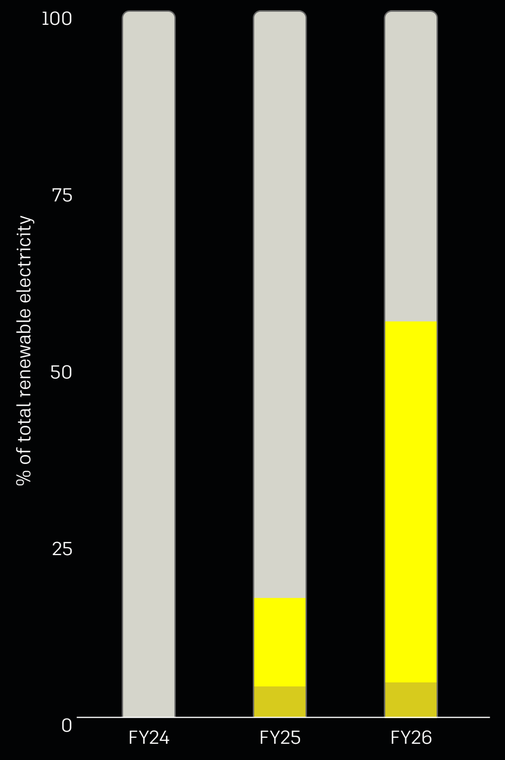
We remain committed to sourcing 100% renewable electricity[2] in our operations. All Autodesk-owned facilities generate renewable electricity via onsite solar panels that meet a portion of their energy needs. We prioritize renewable electricity procurement that meets our additionality criteria. This means projects that add new renewable capacity to the grid and accelerate the clean energy transition.

39,050 MWh

of renewable electricity purchased in FY26 to fulfill our RE100 commitment (Scope 1 and 2 electricity) and cover electricity associated with Scope 3 GHG emissions

Renewable electricity, by source (% of total)

Autodesk's renewable electricity portfolio includes unbundled EACs as well as purchases from Ever.green and participation in the Liberty Solar VPPA.



Ongoing commitments

Report climate change information in mainstream financial reports

See Autodesk Annual Reports

Integrate sustainable design capabilities into our products and services

See Sustainability-enabling solutions

Conduct responsible corporate engagement in climate change policy

Learn more

Compensate for our residual GHG emissions

See Autodesk's California AB1305 disclosure

Engage our top suppliers to set GHG emissions reduction targets

Use an internal price on carbon

Autodesk's first VPPA in Europe

In FY26, Autodesk joined other corporate buyers through the Net Zero Consortium for Buyers to procure clean solar power from the Catania Solartrack project in Sicily, Italy, supporting the development of new, utility-scale renewable energy capacity through purchaser-caused environmental attribute certificates. Facilitated by Sustainability Roundtable, Inc., the aggregated procurement uses VPPAs to reduce Scope 2 GHG emissions while accelerating renewable electricity deployment.

Autodesk committed to procure 5 MW of solar energy as part of this initiative, supporting our ongoing use of 100% renewable electricity and further advancing progress toward our broader decarbonization strategy. Once operational, the Solartrack facility is expected to generate approximately 10,000 MWh a year for Autodesk's contracted portion, equivalent to the amount used by about 3,700 Italian homes annually.

Autodesk technologies were used to plan, design, and deliver the renewable energy infrastructure. By combining collaborative procurement with the power of our platform, Autodesk continues to advance climate action while supporting the technologies and markets needed for a low-carbon future.

Learn more

Voluntary carbon markets

We purchase carbon avoidance and removal credits to address residual GHG emissions, while delivering positive outcomes in alignment with our broader impact opportunity areas. We recognize the concerns that some stakeholders have regarding voluntary carbon markets, related to monitoring, reporting, and verification. We continue to strive for transparency as the sector evolves, and we align with industry standards while welcoming enhancements in this area.

Frontier, which Autodesk joined in FY24, is a $1 billion private sector initiative focused on accelerating permanent carbon removal. During FY26, Frontier facilitated offtake agreements with Reverion, a Germany-based company that captures and permanently stores CO_2 from biogas while generating clean electricity using solid oxide fuel cell technology. Through this agreement, Frontier buyers committed $41 million to remove 96,000 metric tons of CO_2.

Learn more

Autodesk is continuing its support for super pollutant destruction and phase-down. Certain refrigerant gases can be thousands of times more potent than CO_2, making their mitigation critical to near-term climate action.[3] Autodesk continues to support efforts to reduce these high-impact emissions through projects such as Tradewater, which delivers durable solutions to permanently prevent some of the world's most potent GHG and ozone-depleting substances (ODS) from entering the atmosphere. For example, Tradewater partnered with Environmental and Industrial Solutions Co., a Saudi Arabia–based company that specializes in the recovery and management of refrigerant chemicals such as CFC-12. Autodesk procured approximately 13,700 metric tons CO_2e of high-quality carbon credits in FY26 from this project.

Learn more

190,400

metric tons of CO_2e emissions were offset by 13 projects during FY26

Image credit Recurrent Energy

Our carbon footprint

Scopes 1 and 2

Combined Scope 1 and 2 GHG emissions[4] decreased 10% in FY26, compared to FY25.

Workplaces (Scopes 1 and 2)

Our workplaces represent the majority of Autodesk's Scope 1 and 2 GHG emissions. Autodesk collects high-quality data to track performance over time and drive progress toward our sustainability targets.

In FY26, Autodesk's workplace-related GHG emissions decreased 6% compared to FY25, primarily due to reductions in square footage and decreases in natural gas consumption. We work to reduce Autodesk's Scope 1 and 2 GHG emissions and enhance the overall environmental performance of our facilities in multiple ways, including the following:

- → Energy efficiency: In FY26, we continued converting fluorescent lighting to more efficient LED lighting in our Pier 9 technology center in San Francisco, United States.
- → On-site solar: We maintain on-site solar panels at our Birmingham, England, facility.
- → LEED certification: During FY26, 44% of the active square footage of facilities that contributed to our Scope 1 and 2 GHG emissions was in LEED-certified buildings, meeting rigorous requirements for healthy, efficient, and cost-effective green buildings.
- → Local programming: Our workplace teams support local sustainability-focused initiatives, such as bike-to-work events and local park cleanups.
- → Food waste recovery: Our San Francisco office and technology center partner with local food recovery programs to redirect leftovers and reduce food waste.
- → Electronic equipment: We manage workplace electronic equipment responsibly in partnership with a global IT asset disposition vendor. In FY26, we refurbished 3,620 IT assets for reuse and recycled over 6,750 for material recovery, totaling 62 metric tons and avoiding 1,275 metric tons of CO_2e emissions.[5]

Fleet (Scope 1)

Autodesk operates a small fleet of leased vehicles in Europe. In FY26, we reduced fleet-related GHG emissions by 22% compared with FY25 and eliminated 71% of vehicles from the fleet.

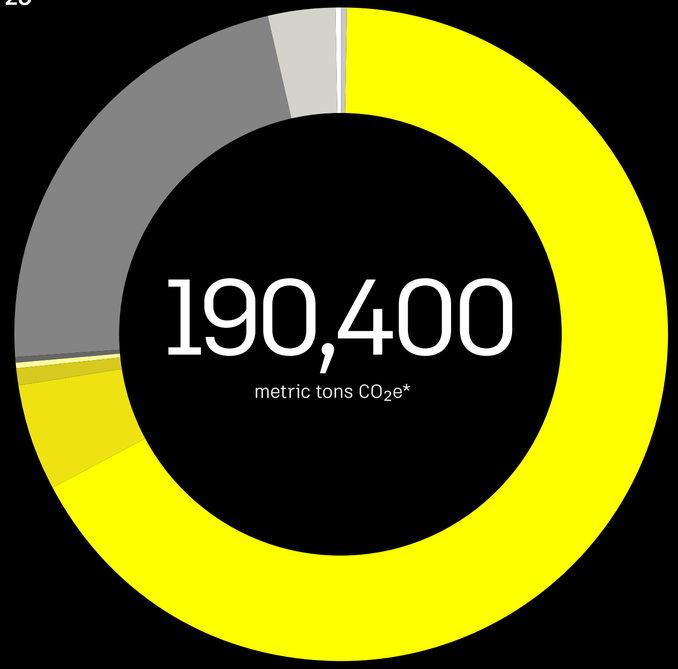
Data centers (Scope 2)

Autodesk operates IT equipment within co-located data centers to support our software compute needs. GHG emissions associated with the electricity consumption of this equipment are Scope 2, while emissions from co-located data center facility operations and other overheads are Scope 3.

We strive to optimize data center energy efficiency by right-sizing storage, consolidating networks, and retiring inefficient hardware. During FY26, we decommissioned 338 rack units and 173 devices across our global data center footprint, reducing energy consumption by 27% while decreasing our physical data center footprint and cooling requirements.

For all installations and new data center builds, we used compact, single-rack designs to minimize energy use and space requirements. We source 100% renewable electricity for co-located data centers, and purchase carbon credits to compensate for residual non-electricity GHG emissions.

Autodesk total GHG emissions (market-based) in FY26



0.5%	**Scope 1**	
0.0%	**Scope 2**	
99.5%	**Scope 3**	
66.9%		3.1: Purchased goods and services
5.3%		3.2: Capital goods
0.7%		3.3: Fuel- and energy-related activities
0.3%		3.4: Upstream transportation and distribution
0.2%		3.5: Waste generated in operations
22.6%		3.6: Business travel†
3.4%		3.7: Employee commuting
0.1%		3.13: Downstream leased assets

*See detailed performance metrics in the Data summary.
† GHG emissions from Autodesk employee travel. Accounts for GHG emissions reductions from sustainable aviation fuel.

Scope 3

Scope 3 emissions[6] increased 23% from FY25 due to increases in our 3.1 purchased goods and services category. Our emissions are reflective of the evolution of our business based on our new transaction model that changed how we account for certain expenditures. For further information on this change, see the "Results of Operations" section of our FY26 10-K report.

FY26 10-K report

Procurement and supplier engagement (Category 1)

Purchased goods and services comprised 67% of Autodesk's GHG emissions footprint in FY26. We calculate most of these emissions using a spend-based approach, and we strive to improve accuracy by using more supplier-specific emission factors. In FY26, the percentage of total supplier emissions calculated using supplier-specific emission factors was 15%, and we continue to refine our supplier data to enhance identification and mapping.

Through FY26, 25.3% of our purchased goods and services and business travel suppliers, by emissions, had set science-based emissions reduction targets validated by the SBTi, making progress toward our goal of 26.5% by FY27. Suppliers representing another 1% of supply chain GHG emissions have formally committed to setting science-based emissions reduction targets.

To enhance collaboration and disclosure, we encourage suppliers to respond to the CDP Climate questionnaire. In FY26, we received CDP responses from 181 suppliers with a response rate of 72%. We also increased supplier engagement by segmenting our top spend suppliers into cohorts and initiating engagement activities such as individualized outreach, onboarding to our supplier engagement platform, and providing access to tools and resources. The first cohort engaged covered about 6% of our total Scope 3 category 1 emissions.

Cloud and AI (Category 1)

Third-party cloud computing represents 9.8% of our procurement-related GHG emissions and 6.6% of our overall carbon footprint, so we work to optimize performance. We use activity data for runtime hours of cloud servers to calculate cloud electricity consumption and we collaborate with Autodesk's cloud financial operations team to identify cloud efficiency opportunities that save both cost and emissions.

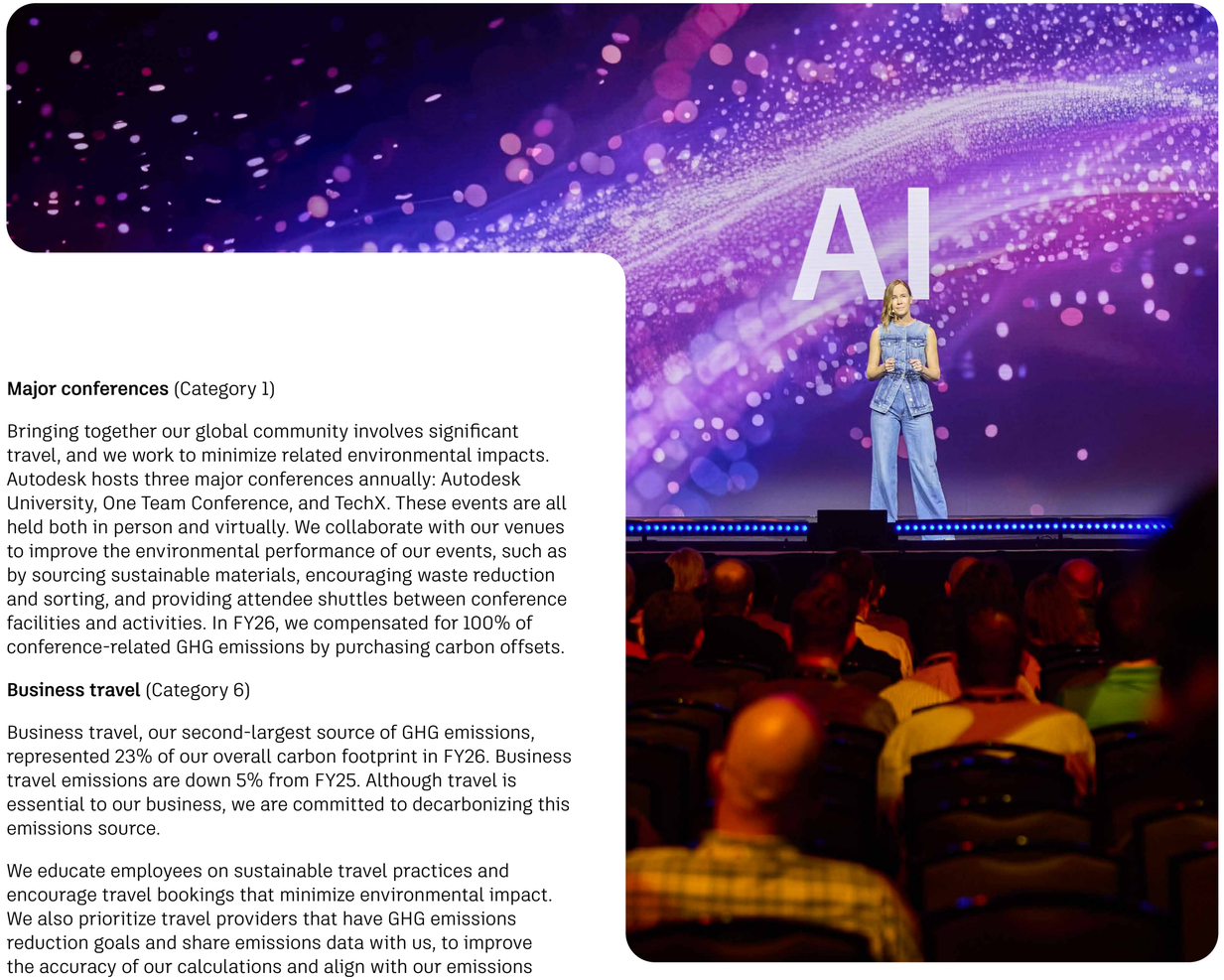
Autodesk works to continually improve how we monitor and manage our AI and machine learning workloads, recognizing the unique challenges of developing and operating third-party models as well as Autodesk-specific large language models.

As we continue to scale the development of AI for use in our software, we focus on increasing efficiency, reducing costs, and minimizing GHG emissions.

To improve visibility and efficiency across our AI and machine learning environments, we have implemented standardized resource tagging to attribute cost and emissions by team and model, and automated hibernation of idle compute resources. These actions reduce unnecessary graphics processing unit usage, lowering costs and GHG emissions.

Our analysis of cloud-related energy consumption over the past year shows a strong correlation between cost reduction and decreases in GHG emissions, demonstrating that many cloud analytics optimization efforts are delivering financial savings alongside environmental benefits.

For example, during FY26 we worked to optimize translation, one of Autodesk's most compute-intensive services. This enhanced server performance and right-sized workloads, which reduced cost by 13% and can influence a proportional decrease in associated GHG emissions.



Major conferences (Category 1)

Bringing together our global community involves significant travel, and we work to minimize related environmental impacts. Autodesk hosts three major conferences annually: Autodesk University, One Team Conference, and TechX. These events are all held both in person and virtually. We collaborate with our venues to improve the environmental performance of our events, such as by sourcing sustainable materials, encouraging waste reduction and sorting, and providing attendee shuttles between conference facilities and activities. In FY26, we compensated for 100% of conference-related GHG emissions by purchasing carbon offsets.

Business travel (Category 6)

Business travel, our second-largest source of GHG emissions, represented 23% of our overall carbon footprint in FY26. Business travel emissions are down 5% from FY25. Although travel is essential to our business, we are committed to decarbonizing this emissions source.

We educate employees on sustainable travel practices and encourage travel bookings that minimize environmental impact. We also prioritize travel providers that have GHG emissions reduction goals and share emissions data with us, to improve the accuracy of our calculations and align with our emissions reduction targets.

Autodesk continues to support innovations that decarbonize the aviation sector, and we have purchased SAF from partners including United Airlines with the Eco-Skies Alliance, Lufthansa Group, and Alaska Airlines, maintaining our commitment to SAF purchases in FY26. We also entered into a new agreement with Twelve to procure power-to-liquid SAF, which aims to reduce lifecycle jet fuel GHG emissions by up to 90% compared to traditional fossil jet fuel. Lastly, we continued our membership and collaboration with SABA to keep up with industry developments and emerging standards.

Employee commuting and remote work (Category 7)

Autodesk calculates the GHG emissions associated with employee commuting and remote work. Following guidance from the GHG Protocol, we include emissions associated with home office energy consumption in the employee commuting category.

From FY25 to FY26, GHG emissions from employee commuting increased 37%, due to a data correction. We purchase EACs to cover 100% of employees' home office energy consumption globally.

Global culture

Our culture and belonging efforts are a strategic priority, closely tied to high performance and unlocking human ingenuity across Autodesk. As a global company, we have sharpened our focus to better reflect the needs, experiences, and perspectives of our employees and customers around the world.

This year, we strengthened our global culture and belonging approach to reflect a more cohesive, globally aligned strategy. We are focused on building an environment where employees everywhere can do their best work, innovate, contribute to the company's success, and thrive.

Bringing our values into how we work: The next leg of our culture journey

Autodesk has a clear belief: culture is a strategic driver of business performance. Together, we define the behaviors that will shape Autodesk's next chapter. In FY26, we brought this vision to life with the launch of One ORBIT, our shared framework for how we work, which connects strategy, leadership, and employee experience. It represents an important step forward for Autodesk, translating our values into consistent, everyday practices that empower our people to innovate, collaborate, and drive meaningful impact.

One ORBIT: Our shared way of working

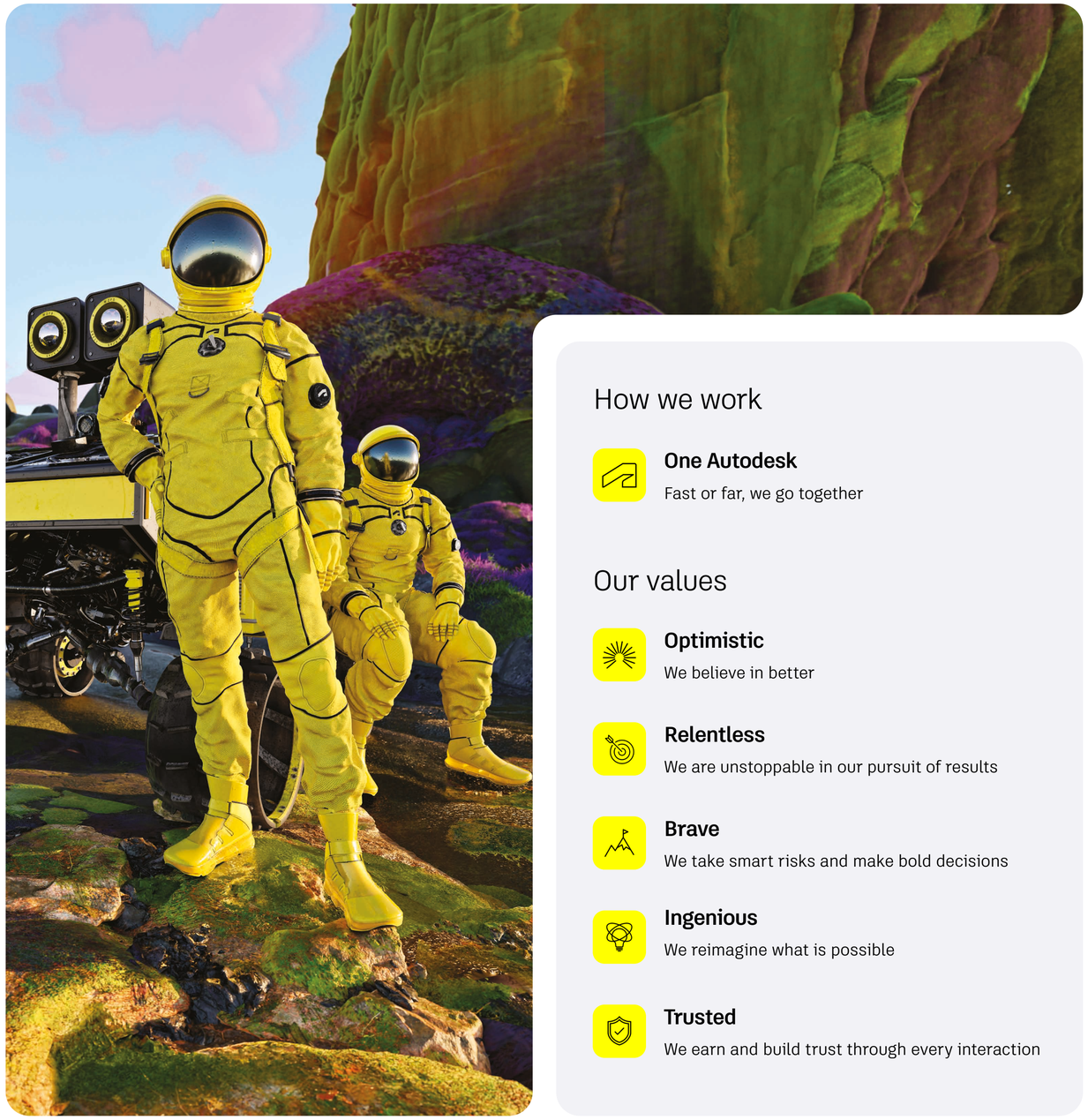
One ORBIT connects our culture to performance and provides a shared framework for how we work, lead, and deliver for our customers. By bringing together our behaviors and values, it guides how we collaborate, make decisions, innovate, and achieve results across Autodesk (see box).

In FY26, we brought One ORBIT to life through coordinated global events, with senior leaders sharing personal commitments and stories that connected the values to everyday work. Teams were equipped with practical tools, including discussion guides and a digital hub, to support adoption. We also integrated One ORBIT into our peer recognition system, as well as our hiring and onboarding processes, with materials translated into 12 languages to support employees worldwide.

During the year, we also launched Orbitals, a global ambassador network that quickly grew to more than 600 employees across regions and roles. These employees serve as culture champions, conversation facilitators, and feedback partners. Complementing this grassroots momentum, we delivered One ORBIT training and hosted interactive workshops with executive leadership teams.

By the end of FY26, more than 80% of employees had participated in training about the framework. Employees consistently cite the simplicity and clarity of One ORBIT.

Learn more



How we work

One Autodesk
Fast or far, we go together

Our values

Optimistic
We believe in better

Relentless
We are unstoppable in our pursuit of results

Brave
We take smart risks and make bold decisions

Ingenious
We reimagine what is possible

Trusted
We earn and build trust through every interaction

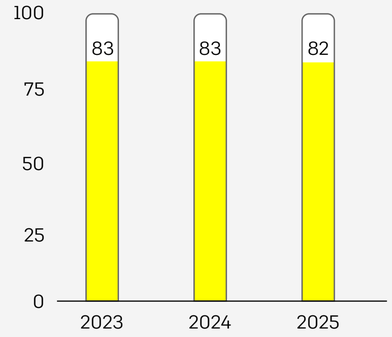
Culture drives employee experience

To understand the impact of One ORBIT, we added 18 Culture Health Index questions to our employee survey. This established a baseline and helped us understand how employees were experiencing One ORBIT, how leaders are modeling related behaviors, and how employees are practicing the values within their teams. When we conducted the survey six months later, our company averages improved across every One ORBIT dimension, reflecting increased clarity and consistency throughout the organization.

Early data also show improved enterprise-level perceptions tied to One ORBIT, while the Orbitals ambassador network signals strong voluntary engagement and shared ownership. We are seeing greater alignment across functions, faster decision making, and fewer siloed approaches, an early sign that One ORBIT is becoming central to how we collaborate and deliver.

Autodesk's strong company culture, including demonstrating care for employees, creating a sense of belonging, providing flexibility, and supporting career goals, contributes to high levels of employee engagement. Our employee engagement score of 82 in 2025 was equal to the top 10th percentile of companies using our survey vendor, Glint.[7]

Employee engagement*



* Represents the average employee engagement score over two pulses during a given fiscal year. The engagement score is on a scale of 1–100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis.

"I rejoined Autodesk because of the amazing culture here, which promotes innovation, collaboration, and sustainability. There is a sense of belonging, which promotes openness in sharing ideas. The opportunity to work on cutting-edge technology and having a direct impact on so many industries is what makes Autodesk stand out from other companies."

Ashwin, Software Architect, Autodesk

A global culture of belonging

A strong culture sets clear expectations for how we work; a culture of belonging ensures everyone can thrive within it. In FY26, we continued advancing belonging across leadership, innovation, and community while expanding global perspective and creating spaces where every Autodesker can contribute fully and feel seen.

Investing in our next generation of leaders

As a global company, our leadership must mirror the diverse perspectives of our customers worldwide.

In FY26, we ran the third cohort of a six-month leadership development experience designed to strengthen our global leadership pipeline. Twenty employees from across Autodesk participated in a combination of sponsorship, skill-building, and applied learning grounded in real business challenges. The experience culminated in a capstone presentation, where participants shared AI-driven solutions to Autodesk customer needs.

This demonstrated that combining sponsorship with hands-on, business-focused problem solving can accelerate leadership readiness while also generating ideas with tangible impact. Bringing together employees from different regions and functions strengthened cross-company connection and broadened perspectives, both critical to building globally representative leadership. Several of the ideas generated have continued to be developed by internal teams, extending the impact beyond the program itself.

Honoring local traditions and customs

Honoring the local traditions and customs of Autodeskers around the world is central to our culture of global inclusion and belonging. Throughout FY26, we recognized a range of observances celebrated across our global community.

In some locations, these days are recognized as public holidays. To increase employee awareness about the significance, histories, and customs of these observances, we provide fact sheets that help managers understand the impact of these days on team members and business initiatives and foster a global leadership mindset.

Employee Belonging Groups

In FY26, we renamed our Employee Resource Groups to Employee Belonging Groups (EBGs) to better reflect their purpose: fostering connection, community, and a strong sense of belonging across Autodesk. EBGs are employee-driven, open to all employees, and essential to enhancing a sense of belonging across the company.

We proudly support nine EBGs:

→ Autodesk Asian Network
→ Autodesk Black Network
→ Autodesk Indigenous Network
→ Autodesk Latinx Network
→ Autodesk MIND Network
→ Autodesk PRIDE Network
→ Autodesk Veterans Network
→ Autodesk Women's Network
→ Autodesk Young Professionals Network

EBGs play a pivotal role in engaging and retaining our talented community of Autodesk employees. They contribute to a work environment that fosters learning and draws on all perspectives and experiences to enrich how we work together as One Autodesk.

Attract and retain a global workforce

We all win when we attract, retain, and advance talented individuals with a broad range of perspectives and backgrounds that help us meet our customers' needs. Our sourcing and networking efforts include a focus on expanding our markets for talent. By widening our talent pipelines, we can attract and retain the most capable, skilled, and top-tier professionals. This strengthens our ability to engage an ever-expanding customer base that fuels our competitive edge, increases customer trust, and drives sustainable growth and success in a dynamic global marketplace.

Investing in partnerships

We continue to expand our networks and investments in targeted professional and academic partnerships as well as professional organizations worldwide that increase access to wider pools of talent in key sectors such as technology. Using our extensive portfolio of programs, such as scholarships, internships, sponsorship agreements, mentorship, and development, we can attract, nurture, and retain top-tier talent.

See detailed employee workforce metrics in the Data summary.

> *"The culture at Autodesk is what keeps me here. My team is encouraged to take risks and think outside the box, which usually brings forward some new and innovative ideas. Additionally, we are encouraged to collaborate across teams, which helps bring a diverse set of problem solvers to each problem. I have also had the opportunity to attend conferences that allow me to learn and grow both professionally and personally."*
>
> Jamie, Research and Design Engineer, Autodesk

Autodesk Foundation's global approach

Global representation is core to the Autodesk Foundation's aim to catalyze climate and workforce solutions. The Autodesk Foundation invests in a worldwide portfolio of start-ups and nonprofits that are transforming Autodesk's industries to be more sustainable and resilient.

Learn more about the Autodesk Foundation's efforts.

Pay at Autodesk

Autodesk remains committed to equal pay for our employees. We regularly conduct pay analyses to review and refine our programs to support equitable pay globally. We are now concluding our multiyear journey to refresh job catalogs to allow for more meaningful comparison across job function and family, enabling more comprehensive analysis. We have continued Fair Pay at Hire, which means that we do not ask candidates about their prior company compensation in the United States and in most countries. Job postings across North America include our expected salary range, and this information is shared with candidates upon request, globally. We are transparent about our salary structures, bonus targets, and long-term incentive guidelines to ensure employees are clear on where they stand and to give employees insight on how those items compare to the external market. We have modernized our approach to utilizing market data to improve competitiveness in compensation. To attract, retain, and support our highly qualified employees, we offer competitive compensation and benefits, which include an element of choice to meet the needs of our employee population globally.

Embracing hybrid work

Autodesk embraces flexibility in the world of hybrid work. This fuels our mission, enhances our culture, and connects us to one another in a highly distributed workforce.

Through Flex Forward, our flexible work program, we aim to boost productivity, connection, and belonging, and foster a hybrid-first culture that enables us to access a global and diverse talent pool. Our model is hybrid flexible, meaning that it aligns work arrangements with job needs, while providing as much personal flexibility as possible. We believe this approach drives engagement, increases productivity, and supports a more inclusive environment for all employees. Additionally, we recognize the impact that customized work arrangements can have to support in-person connection and collaboration.

Our new Culture Guide serves as our foundation as we continually adapt to more flexible and sustainable ways of working that enhance employee experience while meeting the needs of our dynamic and growing business.

Harnessing hybrid work

Flex Forward enables Autodeskers to be highly productive in the context of a hybrid world. Connection and belonging are more important than ever, as they are essential to effective collaboration and innovation.

We also recognize the incomparable benefits of spending time together in person to build relationships, collaborate, and solve complex business problems. We offer spaces in our facilities that provide conference-like experiences for employees, to support high-quality time together, both planned and spontaneous. We will continue to invest in enabling meaningful, intentional, and purpose-driven gatherings in the most critical office locations for our business.

Hybrid work philosophy

Our hybrid work philosophy underpins our efforts and helps us to reimagine how we collaborate, innovate, and shape inclusive team norms.

- → **Flexibility is at the heart of Flex Forward.** We maximize employee flexibility to work inside or outside the office in ways that meet personal needs, while maintaining high productivity and balancing functional job requirements and team collaboration.
- → **Hybrid is our default work arrangement.** It provides us the best of both worlds and can be customized to meet the differentiated needs of our employees and their roles.
- → **In-person time together is critical to how we operate.** Autodesk values rich in-office experiences to maintain our culture and enable in-person connections.
- → **We embrace differences.** Implementation of Flex Forward may vary for different roles, teams, cultural norms, career stages, and individual needs, but the underlying framework and philosophy remains the same.
- → **We maintain up-to-date offices.** We use these facilities to gather with intention and purpose.
- → **Our ways of working are inclusive** and continually evolve along with the needs of our business and employees. These reflect our values and our distributed workforce.
- → **Hybrid work enhances productivity.** Providing a range of ways for employees to work and connect improves collaboration and outcomes.
- → **Managers bring flexible work to life.** They are empowered to make decisions on gatherings and workplace designations for their teams.

Awards

- → Forbes World's Best Employers 2025
- → Fast Company Best Workplace for Innovators
- → Forbes World's Top Companies for Women 2025

Resilience and well-being

Autodesk supports the resilience and well-being of our employees, helping them to adapt, grow, and bounce back from disruption or change. We cultivate a workplace where all employees can grow and collaborate to realize their individual and collective potential. We create opportunities for people to thrive.

Organizational resilience

At Autodesk, building resilience is not just about the individual. Flexibility on how work gets done and work-life balance contribute to building organizational resilience as well.

Flexibility on how work gets done

Flex Forward: Through our flexible work program, we support hybrid ways of working. It fosters a hybrid-first culture while aiming to boost productivity, connection, and belonging.

Learn more

Focus Fridays and Smart Sundays: Our companywide Focus Fridays and Smart Sundays initiative reserves Friday afternoons from noon until the end of the day (local time) as a no-meeting block. In Israel, Jordan, and Saudi Arabia, the focused work block takes place on Sunday afternoons and is called Smart Sundays.

This focused time supports employees to prioritize deep work, experiment and upskill with AI, and make progress on individual tasks while experiencing relief from meeting fatigue.

Work-life balance

Autodays: In addition to each country's annual time off package, we provided up to six one-time, paid Autodays in FY26 to help our employees to disconnect and rejuvenate. For example, in the United States, the Autodays and public holidays included the period from December 24 through January 2.

Digital Life Insights: In the Americas and Asia Pacific regions, we offer Autodesk employees the internal Digital Life Insights tool to better understand their work patterns like meeting length and structure, collaboration partners, and tool usage. Employees can also use this tool to discover personalized resources that help them plan workdays, set meeting goals, avoid burnout, and understand their collaboration patterns over the year.

Benefits and personal resilience

Our Benefits program, a key part of our Total Rewards package, helps Autodesk attract, develop, and retain high-performing employees. We provide comprehensive and flexible benefits that support our employees through various stages of their time at Autodesk.

These offerings better equip employees to adapt, thrive, and help our customers solve critical global challenges.

Benefits My Way

Our Benefits My Way wellness reimbursement program helps our employees meet their diverse needs related to physical, emotional, financial, and sustainable wellness. Employees can receive reimbursements that support their well-being across a broad range of eligible items and activities. In the United States, for example, employees receive up to $1,000 per year in reimbursements (amount varies by country).

The following categories each include a long list of eligible items, such as:

- → Physical: Gym and sports club membership fees, activity trackers, camping equipment, activity/sports equipment, and fitness trainers
- → Emotional: Arts and crafts supplies, hobby classes, massages, music instruments and lessons, relationship workshops, sleep assistance equipment and programs, and yoga classes
- → Financial: Pet care, childcare services, elder care services for family members, financial advice, planning, and seminars/classes, legal services, and student loan repayment
- → Sustainable: Electric vehicles, solar products, recycling, composting, and other items to support a greener lifestyle

Supporting neurodiversity

Neurodiversity encompasses the natural variation in how we think and behave, such as differences in speech and action, including diagnosed challenges such as attention deficit and hyperactivity disorder or autism spectrum disorder. In collaboration with our MIND (Mental Inclusion, Neurodivergence, and Disability) EBG, we offer RethinkCare. This third-party solution provides Autodesk employees and family members access to workplace neurodiversity expert consultations, parenting expert consultations, and the RethinkCare platform and mobile app (which includes thousands of training courses and other resources in this area).

Parentaly

Autodesk's Parentaly program helps our expecting employees prepare for parental leave. At no cost to employees, the global program provides career coaching as well as online toolkits to help employees plan for their time away as well as a successful return. Parentaly also provides quarterly training opportunities and online resources to help people managers and all employees support expecting employees and their teams throughout the leave journey.

Cleo

The Cleo global, holistic family care platform helps parents and caregivers support the health and well-being of their families while also taking care of themselves. The platform provides resources across all stages of life, in areas such as family planning; expecting a newborn; raising babies, toddlers, and teens; navigating menopause; or caring for an adult loved one. Cleo supports employees' individual needs through one-on-one support and curated content, all at no cost to employees.

Employee well-being

Autodesk's Modern Health benefit program provides our employees and their families with counseling services, as well as online access to well-being and self-care resources for additional support when needed. These resources cover a broad range of areas, such as:

- → Life issues: Stress management, relationships, health and well-being, and work-life balance
- → Financial services: Budgeting, buying a home, managing credit, and saving
- → Family issues: Parenting and childcare support consultation services
- → Work matters: Career development, coaching, coworker relationships, and job stress
- → Legal services: Identifying attorneys

While benefits vary by country, full details about benefits available to US employees can be found on the Benefits portal.

Health and safety

At Autodesk, we work to maintain a safe, healthy, and productive environment. Although we are not in a high-risk industry in terms of employee health and safety, we deliver programs that mitigate occupational safety risks in our workplaces. We comply with all training requirements, and all company sites have emergency response guidance.

In FY26, Autodesk renewed its Executive Commitment to Workplace Safety and Security, which is a top priority of the company and a core business value. This statement underscores the accountability of all Autodesk executives and employees to uphold our policies and practices for providing a safe and secure workplace. The document is available internally to employees, and is shared with customers upon request.

Our flexible workspaces are designed for collaboration and also to be ergonomic. We offer an online ergonomic self-assessment and safety training program that tracks personal ergonomic risks identified by employees and suggests alternative work habits to potentially resolve those issues. If issues persist, certified ergonomists are available worldwide to provide further evaluations, conduct training, and recommend corrective measures.

Autodesk's in-person emergency response teams conduct drills and offer support to offices and employees worldwide. In the case of fires, flooding, and other emergencies, the local team provides assistance to employees in the affected areas and offers support for evacuation and injuries.

The recordable injury/illness rate at Autodesk (including home-based work) equaled 0.09 in 2025. Our days away, restrictions, and transfers (DART) rate equaled 0.07 during the year.

Learning and talent development

At Autodesk, learning and talent development are essential to our culture of continuous transformation and innovation and play a pivotal role in shaping our evolving future of work. We focus on building an agile, scalable, and human-centered learning ecosystem that empowers Autodeskers across functions, levels, and geographies to develop critical capabilities and thrive. In a time of rapid change and the accelerating impact of AI, we are advancing a global learning strategy aligned with Autodesk's business, people, and cultural priorities. By integrating learning, leadership, and organizational development with innovations in AI, we are helping to shape a more future-ready, agile, and inclusive Autodesk, placing individual and team success at the center of our growth.

Leadership development

Manager Essentials, a curated three-month cohort-based learning journey, provides newly promoted managers and newly hired managers the essential skills to be effective people leaders. The program features on-demand learning, personalized immersive AI simulation practice, and group mentorship circles led by senior-level leaders. In FY26, two Manager Essentials cohorts were completed, supporting approximately 100 new managers through curated learning paths, mentor circles, and an AI role-playing pilot.

Hiring Essentials is a program for hiring managers, interview panelists, and recruiters to learn about our hiring principles, best practices, interview processes, and overall approach to driving consistent and inclusive global hiring. This program includes scaled, always-on learning modules and culminates in an immersive simulation practice session. During FY26, over 160 managers participated.

Artificial intelligence

AI is having a profound impact on Autodesk and our customers. Accordingly, one of the biggest shifts in learning and talent development at our company in FY26 was our approach to AI learning.

During the year, teams across Autodesk advanced their knowledge and practical application of AI through AI Agility Sprints, two-week experiments designed to reimagine how we work. Through this process, more than 500 Autodeskers across 108 teams explored how AI can make work easier, faster, and better and shared outcomes and insights internally. We also created an AI Agility Hub, which includes step-by-step guides to help employees plan and launch their own AI Sprint.

Complementing the AI Agility Sprints, we launched an AI readiness survey to support a data-driven approach to improve employee uptake and productivity with AI. Learning from these efforts will inform our strategy and plans moving forward.

Digital learning

To help employees enhance their skills and knowledge, the MyLearning digital platform connects users to the world's largest collection of professional learning content from both inside and outside Autodesk. During FY26, more than 4,800 Autodeskers used resources provided by LinkedIn Learning, Harvard Business Publishing, and other sources. To meet the growing interest in AI, Autodesk also provided access to three digital learning platforms with deep technical content: O'Reilly, Pluralsight, and LinkedIn Learning.

We also continued to build a community of learning champions across Autodesk, to help other Autodeskers in their development. More than 50 employees with unique domain expertise published over 80 new learning pathways in FY26. Most of these cover specialized or emerging skills such as generative AI and model context protocol, enabling employees to stay current in their industry.

Instructor-led classes

Autodesk offers employees instructor-led classes that cover essential skills, as well as other career development learning opportunities. Demand for professional development remained strong in FY26, and more than 1,500 employees participated in 71 instructor-led classes in areas such as communication skills, negotiation, leadership, and hiring. In FY26 Autodesk delivered new classes to support the continued development of people managers and individual contributors, such as Storytelling with Data and Work Better with AI. We also continued to offer classes such as Fearless Innovation, Conversational Capacity (for challenging and influential business conversations), and many others. Total learning hours during the year exceeded 152,000.

Coaching and mentorship

Autodesk offered three complementary coaching programs during FY26 to provide employees comprehensive support based on various needs. Through Modern Health, all employees[9] can access free sessions with certified coaches who specialize in mental health, parenting, work, relationships, financial well-being, and other areas to support them in challenging career moments. We also offered two transformational coaching experiences through BetterUp (for manager through director-level employees) and a program for senior-level leaders through the Center for Creative Leadership. These programs support employees who are navigating the demands of work and personal life, or who want to develop key leadership skills through goal-oriented engagements with a certified coach.

Mentorship can also play an important role in career development, and we offer digital resources to both mentors and mentees to provide guidance about the process. Autodesk's employee-driven program helps Autodeskers meet and learn from colleagues around the world, giving people the space and resources they need to take ownership of their development and build networks well suited for their careers.

Employee engagement in impact

Our employees play a central role in advancing Autodesk's vision of a better world designed and made for all.

Employee actions that drive positive impact contribute to a culture of purpose-driven performance and innovation, while accelerating better outcomes for our business, our customers, and the world. These actions include making more sustainable choices in daily work and at home, contributing time and skills to communities, integrating sustainability into product development, and engaging customers on sustainability.

We offer employees flexible ways to contribute to impact, individually and collectively, based on their roles, interests, and capacity.

In FY26, Autodesk surveyed employees about impact at work.

Of Autodesk employees surveyed:

81% noted that the opportunities they have to contribute to a better world at Autodesk deepen the sense of purpose they feel at work*

82% responded that Autodesk's vision of "a better world designed and made for all" influences their decision to work at Autodesk*

* Based on a global impact survey of Autodesk employees conducted in October 2025, designed to be representative of the overall employee population.

We enable all employees to contribute by supporting community engagement and sustainable daily choices. This includes providing opportunities to volunteer, participate in pro bono consulting, and access donation matching, and offering benefits and policies that encourage lower-carbon behaviors at work and at home.

→ Employee volunteering and giving
→ Model sustainability leadership

We also encourage and support employees to help build and scale the development of sustainability solutions to enable our customers to achieve sustainable outcomes. We equip technical teams with the resources and specialized expertise needed to drive progress in this area.

→ Enable sustainability solutions

To support customer impact, we provide customer-facing teams targeted enablement programs that develop the skills, tools, and confidence needed to engage customers on sustainability. These programs equip teams to communicate how Autodesk solutions contribute to customers' sustainability outcomes and support long-term, trusted partnerships.

→ Scale sustainability outcomes

Employee volunteering and giving

Autodesk makes it easy for employees to support the organizations they care about most. We provide full-time employees with 48 hours paid time annually to volunteer for causes aligned with their interests (24 hours for part-time employees).

Volunteering and giving happen year-round across Autodesk. Twice a year, these efforts accelerate through companywide moments of collective action. In FY26, we unified Global Month of Impact and Global Month of Giving into the "Better Together" biannual campaign to drive volunteering, donations, and broader engagement around the causes that matter most to employees.

Another example of employee impact in action is our Impact Champions network, an organized volunteer group that hosts events globally throughout the year. During FY26, the network engaged 1,150 employees in community-based activities such as supporting global food security, renovating local schools, and assisting with turtle care at a marine wildlife rehabilitation center.

31% of employees logged a donation and/or volunteer time

28,700 employee volunteer hours, including

5,010 Pro Bono Consulting volunteer hours

$2.5 million in employee giving

In a year when many organizations and individuals needed extra support, Autodesk employees also supported nonprofits through charitable giving. Through a 1:1 matching program (up to $5,000 per employee), the Autodesk Foundation matches employee donations, increasing the total contribution to communities and causes.

In FY26, employees led 60 giving opportunities, raising $180,000 globally.

- → Movember campaigns across Australia, Canada, and the United Kingdom, raising more than $8,000
- → Participation in the annual Run for Peace in Dubai, the United Arab Emirates, Amman, Jordan, and Istanbul, Turkey, raising $21,000
- → Fundraising for the National Kidney Foundation in Colorado, United States, raising $16,000

In FY26, we marked the Autodesk Foundation's 10-year anniversary through employee volunteering initiatives focused on disaster preparedness and food security in Autodesk offices around the world. In partnership with Rise Against Hunger, employees packaged approximately 35,000 meal kits for communities experiencing food insecurity in San Francisco, United States, Toronto, Canada, and Bangalore, India. In Singapore and Dublin, Ireland, employees also assembled 300 grocery care kits for low-income elderly populations. More than 350 employees participated across these five locations.

Pro Bono Consulting

Employees also contributed Pro Bono Consulting volunteer hours during the year by applying their professional expertise to support nonprofits and social enterprises. The program includes multiple formats: 1:1 Pro Bono Consulting (hour-long virtual sessions), Pro Bono Team Projects (three to five employees contributing one to three hours a week over 12 weeks) and Pro Bono Immersion Projects (multi-month engagements combining virtual and in-person collaboration).

In FY26, 129 employees participated in the program. Many of the 20 Pro Bono Consulting projects during the year supported organizations within the Autodesk Foundation portfolio.

These projects support employee development and engagement, while creating opportunities to apply Autodesk technologies in practice and strengthen understanding of customer and community needs.

Supporting Kheyti to reach one million farmers

Kheyti, a nonprofit based in Hyderabad, India, and an Autodesk Foundation portfolio organization, is addressing challenges faced by smallholder farmers who are increasingly exposed to climate change and environmental stress. Rising temperatures, unpredictable rainfall, and pressure from pests and disease threaten crop yields and farmer incomes across India.

The organization developed "Greenhouse-in-a-Box," a low-cost, modular greenhouse designed for small plots of land. The solution enables farmers to grow crops year-round while using significantly less water and reduced agricultural inputs. Kheyti pairs this product with hands-on support, including training, access to seeds, and tech-enabled advisory services delivered virtually.

During FY26, 10 Autodesk employee volunteers from India, Israel, the United Kingdom, and the United States joined Kheyti for a three-month engagement that combined virtual collaboration with two weeks of in-person work in Hyderabad. Guided by Team4Tech, a nonprofit social impact accelerator, the volunteers worked closely with Kheyti's leadership and field teams to help the organization increase capacity as it works to scale from assisting 7,000 farmers through 2025 to reaching one million farmers by 2033.

Additionally, Autodesk supported Kheyti by analyzing existing data systems and developing a unified, user-centered data architecture that maps workflows and can serve as a single source of truth as Kheyti grows. AI-enabled approaches were generated to streamline pest and disease diagnosis and increase the scalability of farmer advisory services.

Kheyti now has a clear, actionable foundation to strengthen its data systems, streamline internal workflows, and introduce automation and AI thoughtfully without losing the trust and human connection at the center of its model.

> *"This pro bono engagement with Kheyti was a deeply grounding experience that reshaped how I think about technology, design, and impact. Spending 11 days on-site with farmers and the Kheyti team showed me the importance of building solutions that respect real constraints: climate uncertainty, limited resources, and lived realities. I learned that meaningful innovation starts with empathy and trust, not assumptions, and that even simple, well-designed interventions can unlock outsized impact. Most importantly, the experience reminded me that sustainable technology must be practical, accessible, and rooted in human context to truly scale."*
>
> Bhawesh, Senior Software Engineer, Autodesk

Learn more

Enable sustainability solutions

Advance platform and AI-powered solutions for sustainability

Autodesk believes that connected data, integrated workflows, and interoperable digital foundations are essential to enabling better sustainability outcomes across the industries we serve. Through our cloud-native Design and Make Platform, the company is helping customers move beyond fragmented processes and static deliverables toward more connected, data-informed ways of working. AI is being integrated into these workflows to help automate routine tasks, surface relevant insights, and support better decision making.

Autodesk's platform and industry cloud capabilities support multiple stages of the project lifecycle, helping connect people, processes, and data in ways that can improve efficiency, coordination, and resilience. This foundation also creates multiple entry points for sustainability, from domain-specific design optimization to portfolio-level analysis workflows and data-connected lifecycle insights. Autodesk's approach reflects the fact that sustainability needs vary by industry, discipline, project phase, and user context.

Autodesk's Design and Make Platform helps connect people, processes, and data across the project lifecycle to improve decision making, efficiency, and resilience.

In parallel, Autodesk works with customers, partners, and industry organizations to help identify and advance the next generation of sustainability-enabling capabilities. Through co-innovation, pilots, and other collaborative efforts, the company seeks to validate customer value, close capability gaps, and support the development of approaches that can scale over time. Internally, Autodesk also invests in the knowledge, tools, and cross-functional collaboration needed to help teams build and deliver these solutions effectively.

Connecting sustainability data across the Autodesk Platform

The Autodesk Platform drives convergence across architecture, engineering, construction, and manufacturing, connecting sustainability data across the design, make, and operate lifecycle. Data captured in one phase can be referenced and acted on in the next, so decisions compound instead of reset. Autodesk accelerates this through targeted funding, product development and incubation, and a growing partner ecosystem, building the infrastructure to make sustainability data usable end-to-end.

Sustainability Solutions Fund

The Sustainability Solutions Fund is an internal Autodesk program that provides funding and support to product teams to enable development of sustainability-focused technologies within Autodesk platforms. The fund is positioned to accelerate the delivery of scalable sustainability capabilities and platform services that help customers make more-informed decisions across the design and make lifecycle.

Recent investments are advancing developments to embed environmental insights more directly into manufacturing, architecture, engineering, and construction workflows, from real-time sustainability feedback during design to expanded carbon assessment workflows and data-driven building retrofit strategies. These initiatives represent ongoing development across Autodesk's portfolio as we continue to build and scale sustainability capabilities.

A powerful example of scaling impact with targeted investment in Platform Services is the Sustainability Data API, which now supports multiple sustainability workflows across Autodesk products.

Sustainability Data API

The Sustainability Data API connects Autodesk tools with trusted third-party sustainability datasets, structuring and delivering relevant data directly within design workflows. This makes it easier for teams to access the type of regional data they need and apply it consistently across all stages of sustainable design and construction.

By bringing external sustainability datasets into Autodesk products and standardizing access across providers, the API enables a more consistent and reliable experience despite differences in formats, structure, and regional coverage. Teams can work with the datasets they trust without needing to manage complex integrations or switch between tools. Designed as a cross-industry capability, the API connects sustainability data access across Autodesk's design and make workflows, creating a consistent, shared foundation for assessment and decision making.

Currently in public beta, the API development is focused on carbon emissions data and is already being used in workflows such as Autodesk Insight and Takeoff. Data providers are actively integrating, offering a growing range of solutions with geographically distributed datasets. This enables teams to estimate embodied carbon and apply consistent insights across design and construction decisions, helping embed sustainability into everyday workflows.

A sustainability partner ecosystem

Autodesk's partners play a critical role in scaling impact through technology. They build services and data integrations that extend the value of the Autodesk Platform and help customers measure carbon, reduce climate risks, and deliver better outcomes. Through the Autodesk Sustainability Tech Partner Program, Autodesk supports partners in building connected solutions that work seamlessly with our platform and expand sustainability workflows. In FY26, we focused on energy and material impacts, partnering with companies including Flexcon, FenestraPro, C.Scale, and ORIS to advance integrations that help teams reduce emissions and improve performance across the design, make, and operate lifecycle.

Image credit Athenian Brewery

Advancing net-zero manufacturing through digital twin technology

Athenian Brewery, Greece's largest brewery and Heineken manufacturer, piloted the ECOFACT Energy Resource Management System, built around a digital twin platform, using Autodesk Platform Services for data integration and visualization and Autodesk Inventor for modeling and factory layout. For the bottle, can, and keg packaging lines in the project, product changeover times, energy and water consumption, and CO_2 emissions each decreased by 13%.

Learn more

Architecture, Engineering, Construction & Operations

Decarbonizing projects and processes

Connecting AECO workflows

The Forma industry cloud, known as Autodesk Forma, unites design and make in one AI-native industry cloud, connecting data, teams, and workflows to enable smarter decisions, faster delivery, and sustainable outcomes across the entire project lifecycle. By bringing early design, detailed design, data management, and construction workflows together in a single cloud-based experience, Forma enables sustainability considerations such as carbon, energy, and site performance to be embedded more seamlessly into project workflows alongside Autodesk's wider portfolio of desktop and cloud solutions.

Embodied carbon at the point of concept

Reducing embodied carbon is a critical lever for lowering emissions from the built environment, particularly during early planning when design choices have the greatest influence. Forma Site Design integrates embodied carbon analysis into conceptual site and massing workflows, enabling teams to evaluate how high-level decisions like building form and structural assumptions affect embodied carbon outcomes before detailed design begins. These early comparative insights support informed option testing and help steer projects toward lower-carbon outcomes from the outset.

Bridging early design and building-level insights

Forma Building Design, a new cloud-based building design capability, extends the Forma ecosystem beyond site planning into more detailed building-level modeling and analysis, connecting early design decisions to downstream workflows. It combines intuitive building modeling, automation, and performance insights, including carbon and daylight, to support more informed schematic and early detailed design decisions. By embedding sustainability insights directly into the design experience and enabling those insights to carry forward into later stages of design, Forma Building Design helps designers to consider environmental performance as part of everyday design work, such as defining space layouts, configuring walls and openings, and working within site and building constraints, without requiring specialized sustainability expertise. Designs can then move into Revit in a way that preserves intent and reduces rework as projects progress into detailed design.

Enabling retrofit and adaptive reuse

Improvements to ReCap Pro software's scan-to-mesh workflows and automated extraction strengthen its role in renovation, retrofit, and adaptive reuse projects. By enabling teams to capture and model existing conditions more accurately, and get to a usable digital representation of reality faster than manual methods, ReCap Pro supports reuse-first strategies that reduce the need for new construction, helping lower material use, construction waste, and embodied carbon associated with building projects. Faster capture of real-world conditions not only saves time, but also accelerates better-informed design decisions grounded in accurate existing conditions data.

Operational and embodied carbon management

Lowering both embodied and operational carbon is essential to delivering more sustainable buildings. Autodesk Insight, integrated with Revit, enables architects to assess embodied and operational carbon using a single building model. By bringing energy analysis and material-based carbon insights together, Insight supports comparison of design options and helps teams evaluate tradeoffs between material choices and building performance as designs progress toward greater definition. Insight also supports streamlined sustainability reporting, including AIA 2030 Commitment reporting through integration with AIA Design Data Exchange (DDx), helping firms align performance analysis with industry accountability frameworks.

Image credit Arcadis

How data is the key to designing resilient communities

In the project design phase, global design and engineering consultancy firm Arcadis focuses on environmental and social KPIs that balance climate outcomes with human well-being to enhance community resilience. Using Forma Site Design and ArcGIS, teams sketch, test, and iterate concepts dynamically with live 3D models, increasing efficiency and bringing insights into early design decisions.

Learn more

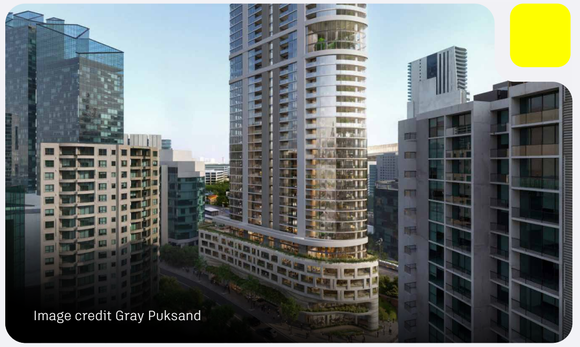


Image credit Gray Puksand

Centralizing early-stage workflows to overcome bottlenecks and meet deadlines efficiently

In architecture, project complexity often involves balancing functional requirements with planning restrictions and stakeholder expectations. Australian architecture firm Gray Puksand uses Forma Site Design to inform decision making, improve efficiency in early-stage workflows, and overcome interoperability bottlenecks, helping it to deliver thoughtful spaces that prioritize people and the environment.

Learn more

Image credit Scott Shields Architects

Enabling boutique firms to take on bigger, more complex projects

Scott Shields Architects uses Autodesk Forma to create a seamless workflow from concept to construction, avoiding the need for rework at each project stage and increasing capacity to pursue more and larger projects. Forma Site Design software's easy-to-use analyses of aspects such as overshadowing and daylighting are accessible to everyone on the team, independent of technical ability, and facilitate stronger project outcomes.

Learn more

Water, resilience, and nature-based solutions

Sustainable drainage and flood-resilient site design

InfoDrainage enables engineers and planners to design, analyze, and validate sustainable drainage systems that help manage surface water and reduce flood risk. By supporting both sustainable drainage systems (SuDS) and traditional drainage design within a single environment, InfoDrainage helps teams model how water moves through a site under real-world conditions and test how designs perform during storm events. Integrated with Civil 3D and equipped with built-in analysis, visualization, and compliance tools, InfoDrainage supports more resilient site and infrastructure design as communities adapt to increasing rainfall, flooding, and water stress.

Autodesk is also embedding artificial intelligence into water workflows to accelerate climate resilience and improve decision making. AI-powered capabilities, such as the Machine Learning Deluge tool in InfoDrainage, enable engineers to rapidly predict flood-prone areas and evaluate optimal locations for stormwater controls based on thousands of trained simulations. By reducing the time required to analyze surface water behavior under storm conditions, AI helps teams iterate more quickly, test more scenarios, and design drainage strategies that are better adapted to extreme weather. These advancements support more proactive flood mitigation, strengthen nature-based and traditional infrastructure planning, and help communities respond more effectively to increasing climate risk.

System-scale climate resilience through digital twins

InfoWorks ICM helps cities build more resilient water systems by enabling a systemwide understanding of how stormwater and wastewater behave across connected urban and natural environments. By modeling both above- and below-ground infrastructure, including drainage networks, surface runoff, rivers, and floodplains, teams can understand performance across large catchments under everyday conditions and extreme weather events.

Through detailed digital twins of complex water and drainage systems and surrounding surfaces, engineers can simulate flows, water levels, flooding, and runoff across entire urban areas. InfoWorks ICM also enables modeling of water quality during rainfall and overflow events, helping predict how pollutants and sediment move through rivers, streams, and drainage networks.

This supports more resilient planning under changing climate conditions, enabling regulatory compliance, targeted investment, reduced flood risk, and protection of downstream environments.

Operational analytics for network and plant performance

Info360 Insight provides a unified operational analytics platform that brings together network and plant-level data to deliver real-time visibility into water and wastewater system performance. By integrating live operational data with hydraulic modeling outputs, the platform broadens access to critical insights beyond specialist modelers, enabling operators, asset managers, and planners to make informed, data-driven decisions. This approach reduces manual effort, improves transparency in operational performance, and supports more efficient day-to-day system management. Info360 Insight also strengthens operational reporting and provides a data foundation that supports longer-term asset management and capital planning.


Image credit Envelope

Building new communities that connect to the natural and cultural landscape

Envelope, a New Zealand-based civil and structural engineering consultancy, collaborated on the new Awa Park subdivision in Feilding, New Zealand, with a focus on sustainability and appealing urban and community outcomes. Using Autodesk Civil 3D, InfoDrainage, InfraWorks, and InfoWorks ICM, the firm developed a seamless workflow from site design to hydraulic and full water network analysis.

Learn more

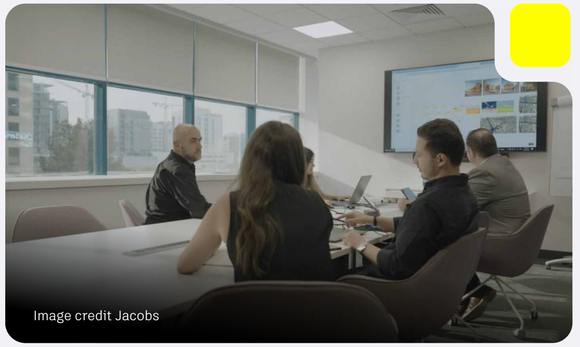
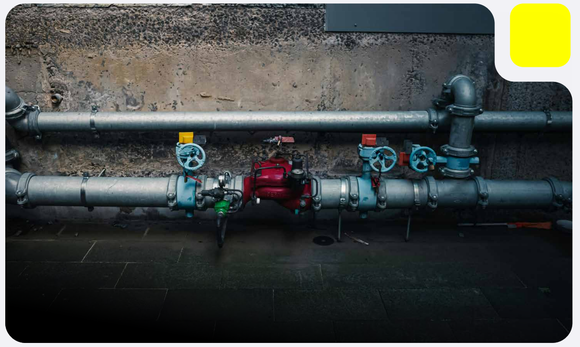


Image credit Jacobs

Controlling stormwater and saving money in Toronto

Engineering firm Jacobs provided design and construction services to reduce flooding risk throughout an entire neighborhood in Toronto, Canada, while improving resilience and livability. Using InfoWorks ICM, the team combined 1D network modeling with detailed 2D surface modeling to understand flooding behavior across local Woodborough Park and optimize the water collection system.

Learn more



Advancing hydraulic modeling at scale

Cal Water, the largest regulated American water utility west of the Mississippi River, uses InfoWater Pro to model and support management of water networks, including leak detection. Mapping pressure zones and other hydraulic information in a water distribution system enables engineers to isolate leaks and understand how closing valves and repairing or replacing equipment would impact customers, supporting better decisions.

Learn more

Construction, operations, and lifecycle optimization

Carbon-informed preconstruction planning

Forma Takeoff enables construction teams to quantify project materials during preconstruction and understand the embodied carbon associated with those quantities. By linking material takeoffs directly with embodied carbon data from EC3, Takeoff helps teams evaluate the environmental impact of material choices alongside cost and scope before procurement decisions are finalized. Bringing carbon visibility into preconstruction extends sustainability considerations beyond design, supporting more informed planning, bidding, and material selection at a stage when changes can still meaningfully reduce a project's carbon footprint.

Improving building performance through digital twins

Autodesk Tandem software enables owners and operators to create and use digital twins that connect building data, systems, and operational information within a single, evolving digital representation of a facility. By linking building information modeling (BIM) data with operational and sensor inputs, Tandem helps teams monitor performance and identify inefficiencies. These digital twin–based insights support more proactive facility management, contributing to reduced energy use, lower maintenance costs, and longer asset lifespans as buildings are operated and optimized throughout their lifecycle.

Carbon assessment and climate-ready infrastructure design

Civil 3D enables engineers to assess and reduce the embodied carbon of roads and highways by partnering with ORIS, a third-party digital materials platform that provides verified data on pavement structures and sourcing. By bringing material data into the design process and enabling comparison of material options, transportation impacts, cost, and performance, teams can make more informed early decisions that lower emissions and support more sustainable infrastructure outcomes.

In parallel, Civil 3D continues to expand capabilities that help engineers respond to climate-related risks. Enhanced drainage and stormwater tools, grading automation, and cloud-based design review enable more resilient infrastructure planning by improving flood management, reducing unnecessary material movement, and supporting collaboration across teams.

Learn more about Autodesk's AECO solutions.

Image credit Careys

Driving transparency and efficiency at scale

UK-based construction firm Careys uses Autodesk Construction Cloud to centralize and share project information and drive digital transformation companywide, increasing project efficiency while enhancing safety and reducing environmental impact. The firm's waste dashboard tracks data at the project and company level for complete traceability. And by integrating bespoke carbon factors into Autodesk Takeoff, Careys' estimators can view takeoffs in terms of quantities, carbon, and costs—embedding carbon considerations as early as possible in projects.

Learn more

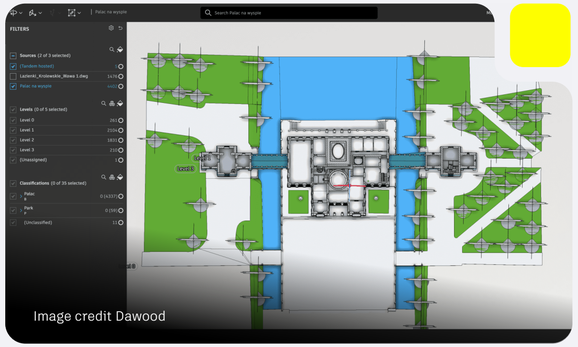


Image credit Dawood

Preserving the past, enabling the future with digital twins

US-based architecture, engineering, and geospatial firm Dawood is using digital twin technology to help preserve the Royal Łazienki Museum in Warsaw, Poland, an 18th-century palace and garden complex. Using Autodesk Tandem, Dawood brought together multiple data sources, including laser scans, photogrammetry, and Revit models, into a single united digital environment to support the institution's long-term conservation, facility management, and visitor experience.

Learn more

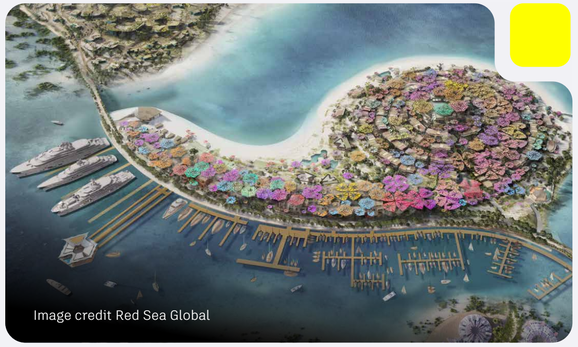


Image credit Red Sea Global

Redefining digital innovation and sustainable design

Real estate developers RSG and Khatib & Alami used Autodesk BIM 360, Revit, Civil 3D, and Navisworks to revolutionize data flow and enhance collaboration for the Grand Hyatt Central Hotel at Shura Island in the Red Sea, improving project efficiency by 50%. Through nature-inspired engineering solutions and innovative landscaping, the project enhanced the island's natural state while providing functional defenses against erosion and seamlessly blending with the pristine landscapes.

Learn more

How DFW International Airport harnesses data for better capital planning and maintenance

Dallas Fort Worth (DFW) International Airport is the world's third-largest spatially, and the third-busiest, with nearly 80 million passengers each year. And DFW has ambitious growth plans to support an anticipated 20 million more passengers annually over the next decade.

With extensive capital spending on the horizon, the team behind the airport's design and construction needed to understand the state of all their assets to make more-informed decisions. A longtime user of Autodesk Revit, Navisworks, and Civil 3D, DFW Airport added Autodesk Construction Cloud to connect data from design to construction.

Autodesk Construction Cloud enables teams, whether within one company or across multiple companies, to collaborate securely and in real time, so DFW Airport can provide access and set permissions for any contractor, designer, engineer, or partner working on a project. That way, the right information is routed to the right person at the right time.

DFW Airport teams can stay connected during the design process. For example, once a model is submitted, the design team can use the Autodesk Validation Tool to ensure it is up to the airport's standards. Once the model is approved in Autodesk Docs, it is imported into Autodesk Build and added to DFW's digital twin, created using Autodesk Tandem, to track assets.

Autodesk tools also play a key role in project management. With Autodesk Build, team members can navigate models and have visibility into project issues, RFIs, submittals, and checklists. Since everyone on a project can track and report on what is happening, even the smallest issues receive the attention they deserve.

Robust asset data is also essential to maintenance. For example, DFW Airport assesses its entire roadway system every six months. As pavement ages, maintenance costs increase. By capturing asset information in Autodesk Build, like the date when pavement was poured, DFW Airport can move from reactive to predictive maintenance.

Learn more

"It's like I'm an air traffic controller with the number of models coming to me for review. But with Autodesk Docs and the Validation Tool, I can sort, filter, and review the models easily and communicate with the designers directly on what needs to be changed."

Breanna Brown, Unmanned Aerial Systems (UAS) Program Coordinator, VRX

"With the number of people working on our projects, if we didn't have [a] single source of truth, we'd spend weeks trying to get the new project team up and rolling. Having that single source of truth keeps teams accountable and on track, regardless of who's coming on or off a project."

Robert Brown, Senior Project Control Systems Manager, DFW Airport

Product Design & Manufacturing

Fusion Industry Cloud

Connecting data and sustainability across the product lifecycle

Fusion is the AI-powered industry cloud for manufacturing, enabling cloud-connected data and processes that support seamless collaboration across product development. It integrates design and manufacturing, product lifecycle management, and manufacturing execution system capabilities within a unified platform.

By centralizing product data in a shared cloud environment, Fusion reduces manual data transfers, version conflicts, and siloed decision making that can lead to rework, delays, and material waste. A standardized data foundation ensures the right information is available to the right stakeholders at the right time, improving traceability, supply chain transparency, and operational efficiency.

Because early design decisions heavily influence a product's environmental impact, Fusion integrates simulation, generative design, additive manufacturing support, and real-time carbon analysis to help teams evaluate performance, optimize material use, reduce unnecessary prototyping, and actively measure and lower embodied carbon throughout the design process.

Embedding sustainability insights into product design decisions

Manufacturing Sustainability Insights (MSI) is an add-on for Autodesk Fusion that empowers designers and engineers to assess and reduce the carbon impact of their products at the design stage. It provides real-time, cradle-to-gate carbon calculations based on material choice, manufacturing process, and production location.

Users can evaluate how decisions like selecting specific metal or polymer materials, or choosing different manufacturing processes like additive, subtractive, or injection molding, affect overall emissions.

By delivering actionable insights early in the product development cycle, MSI helps designers, mechanical engineers, and manufacturers compare alternatives and select lower-emission options. This not only supports more sustainable product outcomes but also streamlines carbon reporting and informed decision making.

Learn more about Autodesk's PD&M solutions.

Image credit SwissDrones

Redefining aerial infrastructure inspection

Zurich-based aerospace company SwissDrones is developing uncrewed helicopters for energy infrastructure inspection, with a focus on increasing safety and efficiency and reducing GHG emissions. The 50-person firm uses Autodesk Fusion as a single point of truth to connect all team members worldwide, enabling faster prototype development and release and helping teams manage quality and regulatory requirements for aviation use cases.

Learn more

Image credit Fellten

Transforming classic cars into clean EVs

UK-based Fellten is making the transformation and retrofits of classic cars into clean electric vehicles a reality, driving progress toward a net-zero world. To ensure the battery and electronics fit each car model, team members use Autodesk Fusion to visualize every component in a 3D space, rapidly test multiple iterations, and finalize a CAD design for prototyping and manufacturing, all in about three months total.

Learn more

Image credit Sphaira

Bringing new freedom for isolated hospital patients

Medical device company Sphaira used Autodesk Fusion to create MOBY P1, a secure mobile environment that enables patients with weakened immune systems or infectious diseases to leave isolation wards without potentially endangering their health or that of others. Fusion offered design team members freedom to collaborate in the cloud from anywhere, to scale and adapt quickly during a time of intense development.

Learn more

Media & Entertainment

Enabling more efficient, connected production

Film, television, and game production are evolving rapidly. Today's productions span continents, rely on hundreds of collaborators, and depend on compute-intensive workflows to deliver increasingly complex visuals.

But as production pipelines grow, so does operational complexity. Disconnected tools, duplicated assets, and excessive rendering cycles add time, costs, and energy use to production pipelines. Autodesk's Media & Entertainment solutions help studios operate more efficiently, connecting teams, streamlining workflows, and optimizing compute-heavy processes so productions can scale creatively and operate more efficiently.

Connecting production from set to screen

Modern productions generate enormous volumes of data across teams, vendors, and locations. Without a connected pipeline, that data becomes fragmented, resulting in slow review cycles, redundant file transfers, and avoidable rework.

Autodesk Flow connects people, data, and workflows throughout the production lifecycle, providing a shared source of truth across teams and locations.

Cloud-based Flow Production Tracking and Flow Capture support secure remote collaboration and real-time media access. Footage captured on set can move immediately into review and postproduction, helping teams reduce delays and keep projects moving forward.

When assets, schedules, and production data move seamlessly across tools and teams, studios can shorten timelines, reduce waste, and maintain creative control, without increasing resource demands.

Optimizing the compute intensity of creation

Rendering and simulation are among the most energy-intensive stages of content creation. As visual fidelity increases, so does the computational demand required to produce it.

Autodesk Arnold is designed to improve rendering performance through ongoing optimization, enabling high-quality outputs with fewer compute cycles. Faster render times and scalable workflows help studios complete projects more efficiently while managing the energy intensity and cost of rendering workloads.

AI-enabled capabilities across Autodesk solutions further streamline production by automating repetitive tasks and accelerating complex processes. From schedule scenario planning in Flow Production Tracking to AI-powered animation and visual effects workflows in Maya and Flow Studio, these tools help teams iterate quickly and focus creative effort where it matters most, while reducing the amount of compute required to reach final results.

Designing for reuse and smarter iteration

Procedural and reusable workflows help reduce unnecessary rebuilding of assets and simulations. Bifrost for Maya enables artists to create reusable procedural graphs that can be applied across scenes, shots, and productions, extending asset lifecycles and conserving production effort.

Recent AI-driven animation workflows in Maya streamline time-consuming locomotion work. By simplifying motion creation and reducing manual steps, these tools help artists minimize revision cycles and downstream rendering demands.

Scaling creativity responsibly

The entertainment industry continues to push the boundaries of what is possible in storytelling. As creative work grows in complexity, the ability to operate efficiently becomes increasingly important.

By connecting data, optimizing compute-intensive processes, and enabling smarter asset reuse, Autodesk's Media & Entertainment solutions help studios scale responsibly while maintaining the flexibility and creativity that define the industry.

Learn more about Autodesk's M&E solutions.

Image credit Triggerfish

Enabling artistic freedom through production efficiency

Triggerfish, Africa's largest and most awarded animation studio, has created work for prestigious clients and partners worldwide using Maya, Arnold, and Flow Production Tracking. Guided by the principle "let artists be artists," the company shifted its animation pipeline into Flow Production Tracking to streamline project management and give artists more time to create characters and stories that resonate on the global stage. By standardizing workflows and automating asset management, the studio also reduced manual overhead and rework, enabling more efficient and resource-conscious production at scale.

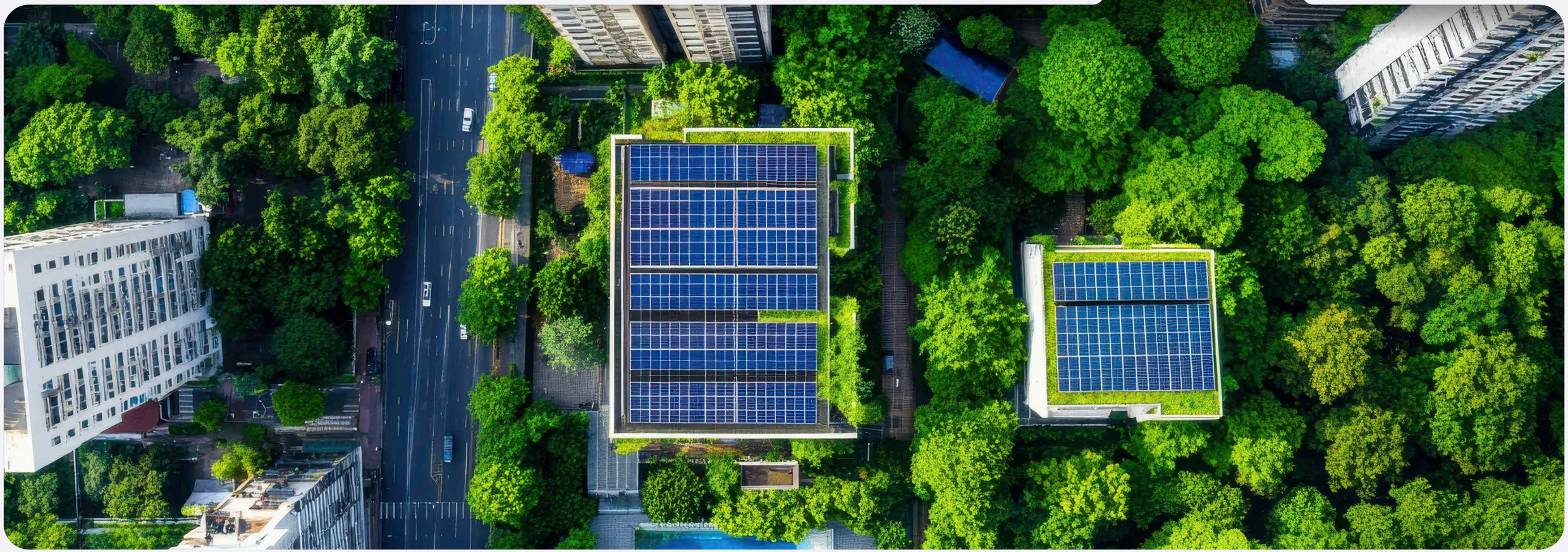
Learn more

Image credit ShadowMachine

Streamlining stop-motion animation in the big world of Tiny Chef

Award-winning animation studio ShadowMachine uses Autodesk Flow Production Tracking and Flow Capture to bring structure and clarity to complex stopmotion productions like *The Tiny Chef Show*. By connecting workflows across design, fabrication, and production, the team can better plan and adapt to constant changes without derailing schedules. This visibility also enables more intentional decisions around what to build, reuse, or revise, helping reduce unnecessary work and material use.

Learn more



Scale sustainability outcomes

Empower our customers and industries to deliver sustainable outcomes

Autodesk seeks to help customers translate technology, data, and expertise into better outcomes across the project lifecycle, including sustainable outcomes. Through our Design and Make Platform, we enable teams to use connected data to make more informed decisions as they design and make, helping improve collaboration, reduce risk, and enhance performance over time. As data becomes more connected across workflows, it also creates stronger foundations for analysis, insight, and AI-enabled assistance. This integration of sustainability and performance drives adoption, revenue, and long-term business value and underpins our impact strategy by aligning environmental and social progress with stakeholder value.

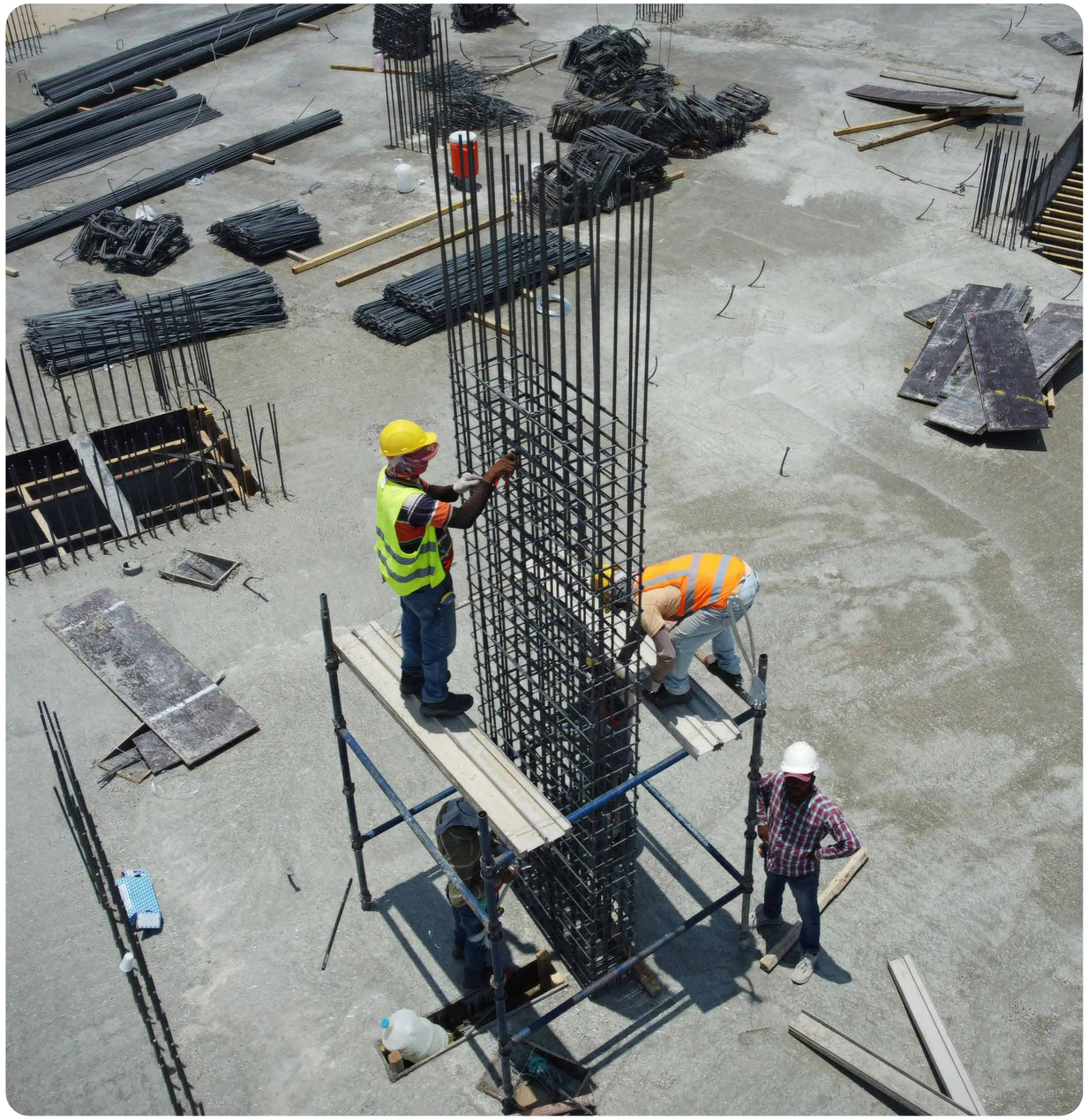
Autodesk supports customers not only through technology, but also through guidance, enablement, and programs that help them respond to changing requirements and market conditions. By integrating sustainability more directly into the ways teams already work, Autodesk aims to help make better outcomes more achievable and more scalable in practice. This alignment of customer outcomes and business value is an important part of Autodesk's broader impact strategy.

Autodesk aims to be a trusted partner to customers as they work to improve sustainability outcomes across the industries we serve.

Building on this foundation, we invest in the next generation of design and make leaders by providing students and educators with free access to professional-grade technology, helping to strengthen the skills and develop the capacities needed to address global challenges. We also support the upskilling of lifelong learners to help meet evolving industry demands and accelerate the transition to more sustainable practices.

Because our platform spans entire value chains, we have a unique opportunity, and responsibility, to accelerate systems-level progress. With a long-term view, we catalyze technological innovation, strengthen incentives for sustainability, expand market opportunity, and mobilize cross-sector partnerships to scale positive impact.

Autodesk delivers targeted enablement and engagement programs that equip customer-facing teams to use sustainability as a growth driver. These initiatives provide teams the tools, messaging, and confidence they need to show how our solutions can advance progress toward customers' sustainability goals and position Autodesk as a trusted partner throughout their sustainability journeys.



Customer and industry engagement

Sustainability is no longer optional for our customers. It has become a core business imperative, accelerated by evolving regulations, digital transformation, and market competition. It is also a clear growth driver, shaping investment decisions and innovation priorities across industries.

Enabling our teams, supporting our customers

We partner with our customers to deliver the solutions they need to address today's sustainability challenges and navigate a rapidly evolving landscape. Our Design & Make Platform enables better collaboration and more-informed, data-driven decsion making, improving efficiency and resilience while reducing risk. These outcomes accelerate the adoption of our solutions, contribute to business growth, and create sustained long-term value for both Autodesk and our customers.

Internal enablement

To scale this impact, we deploy targeted enablement programs to support customer-facing teams to position sustainability as a growth driver. These initiatives give teams the tools and confidence to articulate how our solutions advance customers' sustainability objectives and to act as trusted partners throughout their journeys.

To strengthen our teams' ability to support customers in achieving their sustainability goals, we developed the Autodesk Impact Knowledge Base. This internal, cloud-based resource brings together Autodesk's approach to sustainability across our operations and provides a comprehensive view of how our technology supports customer outcomes. It equips teams with structured guidance on how Autodesk solutions address key industry and customer challenges, alongside supporting materials such as workflows and customer examples. Complementary customer-ready materials and enablement resources help translate this knowledge into meaningful business results. AI-supported tools further help our employees apply this knowledge in customer engagements, enabling more consistent, outcome-focused support.

We engage customers individually, in cohorts, and through industry organizations to deepen engagement and accelerate adoption of sustainability solutions. These interactions generate insights that inform a continuous feedback loop with our technology teams, strengthening our solutions and ensuring we address real-world needs. This integrated approach enables us to scale customer success, and amplify impact across industries.

Here are a few illustrative examples of this work coming to life:

Transforming industry decarbonization with Arup

In FY26, we launched a collaboration with Arup aimed at transforming carbon management across AECO industries. This collaboration focuses on advancing scalable approaches to sustainable outcomes.

Together, we are contributing to industrywide progress through several key initiatives, including the development of BIM-based guidelines for carbon assessment with the World Business Council for Sustainable Development (WBCSD) and identifying pathways to partner more deeply with industry-leading companies to share best practices, develop actionable tools and frameworks, and align around sectorwide action for decarbonization.

Insights from this collaboration continue to inform broader industry efforts.

Learn more

Advancing sustainable design and delivery with Arcadis

In FY26, Autodesk strengthened its collaboration with Arcadis to advance sustainable design and delivery. Arcadis standardized the use of Autodesk Construction Cloud and Autodesk Forma, supporting wider adoption of digital workflows for sustainability. Through regular thought leadership and engagement, such as at Autodesk University and COP30, Arcadis continues to help advance sustainable practices across the industry.

Learn more

Supporting carbon management across large-scale projects with Turner Construction

In FY26, Autodesk deepened its engagement with Turner to advance carbon management across large-scale construction projects. Turner requires carbon management on the majority of its work, integrating sustainability into core project delivery. Autodesk Takeoff provides a platform that supports consistent carbon measurement on its projects.

Upskilling for positive impact: How BDP is building a workforce ready to design a better world

Over the last year, BDP undertook an organization-wide effort to connect sustainability to everyday decision making for all employees and projects. After conducting a skills survey of over 1,300 employees, BDP mapped interests, qualifications, and sustainability fluency across the organization, and formed a Sustainability Champions Network of experts that engage with local teams and help embed best practices.

BDP then developed a Climate Action and Social Impact Design Framework, now a required step for every BDP project, to help teams assess project sustainability at the earliest design stages. Team members can click through topic areas, answer guided questions, and generate reports about improvement opportunities across key criteria.

With the Framework, BDP has embedded KPIs across the project lifecycle to evaluate factors like energy use, material choices, and social impact. The Framework also enables BDP to enhance communication with clients, design teams, and consultants to drive innovation.

Autodesk Forma Site Design is integral to BDP's early-stage design process, helping teams explore design options while assessing environmental factors such as sun hours, noise, and embodied carbon from day one. BDP co-produced videos with Autodesk that show how to use the tool effectively and align with internal expectations and sustainability goals.

While BDP is still implementing this evolved way of working, they are already seeing buy-in and impact companywide. In addition to tracking valuable data and helping to meet sustainability goals, these initiatives are also improving the projects and business itself.

Learn more

Image credit BDP

"There is an understanding across the industry that we all need to be better," says Alistair Kell, Principal and Chief Information Officer at BDP. "Simply having the ability to make more-informed decisions will drive incremental changes for more sustainable design. And the way to do that is to democratize the knowledge and provide training to build those skills."

The age of AI: Moving toward data center sustainability

To better understand how the industry is addressing AI's environmental footprint, Autodesk spoke with leaders from across the data center ecosystem. Their innovative efforts span the infrastructure powering AI, from more efficient GPUs and AI applications to low-water cooling systems and more sustainable design and operation of entire data centers.

Learn more

Advancing industry collaboration

Global challenges such as industrial decarbonization and climate change resilience are complex, interconnected, and affect communities across all parts of society. No single solution, organization, or government can address them alone. Engaging in global and regional initiatives such as Climate Weeks, Greenbuild, AIA Conference, and BIM World provides a platform to build relationships, establish trust, and develop collaborations with industry peers. These engagements help enable the partnerships and alignment needed to advance industry transformation and scale climate impact.

Shaping industry dialogue through strategic roundtables

In FY26, Autodesk participated in the Energy Transmission Operators Roundtable in the United Kingdom, engaging with United Kingdom electricity transmission stakeholders to advance cross-industry collaboration on decarbonization, grid modernization, and digital transformation. As part of our broader industry engagement efforts, Autodesk also participated in the EMEA data centers roundtable, contributing to peer-level discussions with data center stakeholders in the region. Through these discussions, we gained deeper insight into the strategic priorities and challenges of major actors, identified opportunities for joint innovation, strengthened collaboration, and reinforced Autodesk's strategic commitment to supporting the evolution of those sectors.

World Business Council for Sustainable Development

WBCSD is a global advocacy and networking membership organization that supports collective action to accelerate the system interventions needed for a net-zero, nature-positive, and more just future.

Through our collaboration with WBCSD, Autodesk, alongside leading architecture, engineering, and construction firms, has run several year-long projects to improve consistency, transparency, and alignment in embodied carbon assessments. This partnership reflects the power of ecosystem collaboration, bringing together industry-leading organizations to advance efficient, scalable, and credible industry decarbonization.

During FY26, in support of the Built Environment Market Transformation, of which Autodesk is an original signatory, we collaborated with WBCSD to develop and publish A Guide to Alignment in the Built Environment. This document, which builds on A Path to Alignment in the Built Environment, published the prior year, includes step-by-step recommendations for consistent and transparent embodied carbon assessments through BIM workflow optimization.

The third phase of the project has commenced, focusing on carbon data handover from design to construction, to explore systemic industry alignment for creating whole life carbon data.

In FY26, we joined the WBCSD Built Environment Pathway Board alongside other sustainability leaders from across the value chain. In this role, we help shape the pathway's strategic direction and promote its priorities at global events.

Learn more

"Collectively, we have to help drive the industry and the acceleration of decarbonization. Because the design that we do today shapes the future of the planet."

Richard Warburton, Arcadis, Global Market Senior Director, Property & Investment

"We can only advance on decarbonization through these sorts of radical collaboration. It is not one company doing it in isolation, it is working together and spreading it across the industry so that everyone can advance."

Inés Idzikowski Pérez, AECOM, Net Zero Lead

UN Climate Change Conference (COP30)

In FY26, at COP30 in Belém, Brazil, Autodesk maintained an active presence through virtual participation, continuing our commitment to advancing the decarbonization of the built environment. In partnership with the United Nations Environment Programme (UNEP) and the Global Alliance for Buildings and Construction (GlobalABC), we supported the Buildings and Cooling Pavilion, bringing together ministers, policymakers, industry leaders, and practitioners from across the construction and cooling value chains to accelerate the adoption of low-carbon solutions.

Throughout the conference, Autodesk contributed to discussions on the role of technology, data, and collaboration in reducing carbon emissions across the built environment.

The company also reaffirmed our policy engagement through the Business Council for Sustainable Energy (BCSE), joining more than 180 US companies to support the UN Climate Change goal of doubling the global rate of energy efficiency improvements.

Learn more

Global Alliance for Buildings and Construction (GlobalABC)

Founded at COP21 and hosted by the UNEP, the GlobalABC is the leading global platform for all stakeholders committed to a common vision: a zero-emission, efficient, and resilient buildings and construction sector.

Autodesk collaborates with the GlobalABC to support global market transformation toward net-zero buildings through digitalization, data, and industrywide collaboration. This engagement helps bridge policy ambition and industry implementation, enabling more coordinated and scalable climate action across the construction value chain.

In FY26, we were elected to the GlobalABC Steering Committee, one of two private sector representatives, contributing to industrywide efforts to advance decarbonization in the built environment.

Learn more

Sustainability Leaders Summit

In FY26, Autodesk hosted its Sustainability Leaders Summit at Autodesk University, convening senior sustainability leaders from across the built environment industry to accelerate progress toward low-carbon transformation. The summit provided a platform for peer and Autodesk executives exchange on key challenges such as embodied carbon, data transparency, and lifecycle performance, while reinforcing the role of digital solutions in enabling more sustainable design and construction practices.

Building on these discussions, the program featured an industry collaboration panel and a strategic forum providing a forward-looking perspective on emerging technologies, complemented by insights from Autodesk Research. Other offerings included a showcase of Autodesk's sustainability strategy and solutions roadmap, and a local guided tour of Sims Lifecycle Services, an advanced facility that focuses on the sustainable management of retired electronics and materials.

Learn more

The road to LA28

With no new permanent venues, smart infrastructure, and sustainable solutions, Autodesk will help Los Angeles welcome the world in a whole new way, transforming what it means to be an Olympic and Paralympic host city.

Learn more

Workforce readiness

As Design and Make industries evolve in response to AI and sustainability-driven transformation, the skills required to succeed are changing rapidly. At the same time, workforce expectations are shifting, with aging talent pools, constrained pipelines, and increasing demand for new capabilities in AI workflows.

At Autodesk, we help expand access to skills development and prepare a future-ready workforce by connecting education, industry, and technology. Through partnerships with institutions and learning ecosystems, we enable students, educators, and professionals to build the capabilities needed for both current roles and emerging opportunities across Design and Make industries.

Empowering the next generation of designers and makers

Autodesk supports the next generation of designers and makers by providing access to the skills, experience, and credentials needed in rapidly evolving industries shaped by AI, automation, and sustainability. Through our education offerings, we make Design and Make technology accessible to students and educators worldwide.

To date, Autodesk has provided software and technology for free to more than 150 million students and educators worldwide, advancing its role in preparing the next generation for the future of work.

Upskilling lifelong learners to meet the workforce needs of our industries

As workforce demands evolve across Design and Make industries, continuous upskilling is essential. Autodesk enables professionals to build relevant capabilities by integrating learning directly into the tools and workflows they use every day, supporting adaptation to rapidly changing industry requirements.

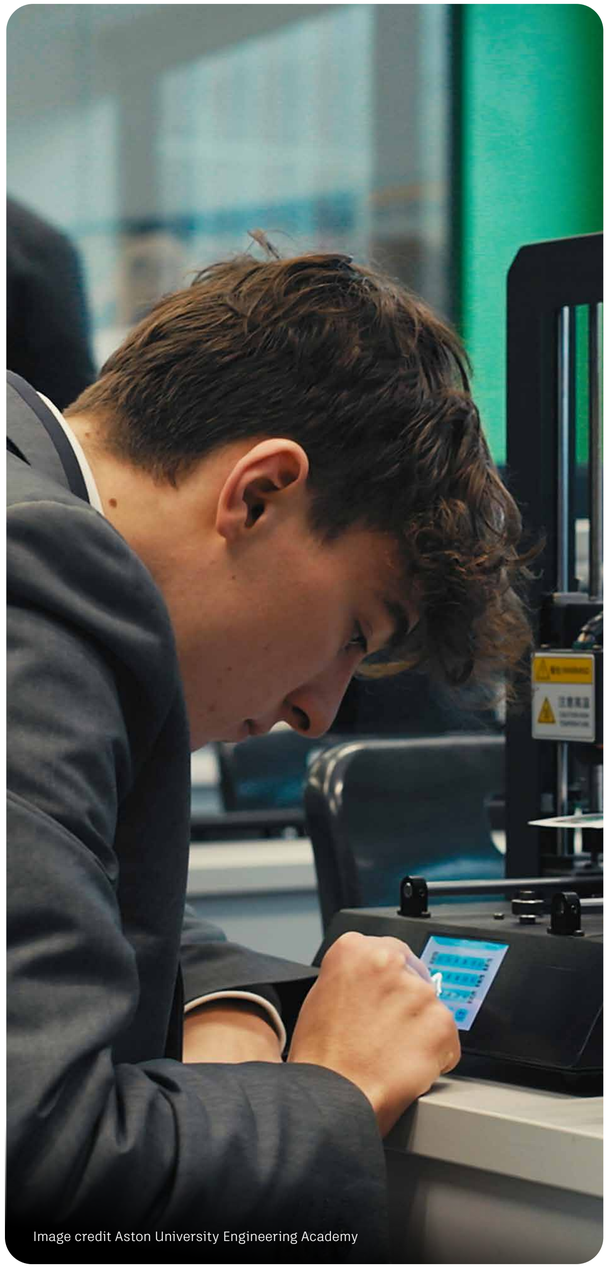


Image credit Aston University Engineering Academy

Our primary areas of focus in education are:

Skills

Autodesk helps students build the technical and durable skills in demand across Design and Make industries. Using professional-grade and AI-powered tools trusted across the architecture, engineering, construction and operations; design and manufacturing; and media and entertainment industries, students progress from foundational learning with tools like Tinkercad to advanced industry workflows. Along the way, they develop interdisciplinary skills in 3D design, engineering, collaboration, and problem solving that align with real workforce needs.

Experience

Beyond learning software, students gain hands-on experience applying their skills to real-world challenges. Autodesk helps educators bring industry-validated tools and workflows into the classroom to create authentic learning environments that align with professional practice. Learning resources, curriculum support, and project-based opportunities enable students to build confidence, collaborate across disciplines, and engage with the technologies shaping the future of work.

Credentials

Autodesk helps learners, from students to working professionals, demonstrate readiness for career pathways in Design and Make industries. Through industry-recognized credentials, individuals can validate their knowledge and proficiency and showcase their capabilities to employers and institutions. By aligning learning experiences with professional standards, Autodesk helps individuals in moving from classroom achievement or career transition to new opportunities, translating skills into opportunity with confidence.

Autodesk Education Resources

Autodesk Education offerings

We offer verified students and educators free access to Autodesk's professional-grade software portfolio along with support and other resources. In FY26, millions of students used Autodesk software to learn design and make skills. Students, educators, and educational institutions can access the latest Autodesk product updates and certifications through our Education homepage and product centers. They can also gain valuable insights on workforce readiness, teaching trends, industry changes, and upcoming events and competitions.

Autodesk learning and certification

Autodesk offers industry-validated learning resources, skill-building modules, and certifications for professionals and students. Our certifications align with specific products and roles to equip learners with in-demand skills and help them demonstrate job readiness. For educators, our certifications and learning resources help ensure instruction stays aligned with industry-standard tools, enhancing their teaching and preparing students for success. With tailored learning pathways in AECO and design and manufacturing—plus specialized projects for machinists and mechanical engineers—Autodesk supports the ongoing skill development of millions of design and make professionals worldwide.

Autodesk Learning Partner program

Our global network of more than 1,600 learning partners delivers high-quality, instructor-led training to students, educators, and professionals seeking to build expertise or earn industry-recognized certifications. Through this program, participants develop deeper proficiency in Autodesk tools and strengthen their ability to apply skills in practice, supporting career advancement and increased earning potential. Over 330,000 learners enrolled in courses delivered by our learning partners, reflecting the scale of engagement across the program.

Tinkercad

Tinkercad is a free app that equips the next generation of designers and engineers with foundational skills for innovation: 3D design, electronics, and coding. Educators can use this tool to build students' STEM confidence by bringing project-based learning to the classroom. Through 2025, students and educators have made over 850 million designs in Tinkercad. When students are ready to take their projects to the next level, Tinkercad provides a seamless path to Autodesk's professional-grade software, including Fusion and Forma industry clouds.

Autodesk University

Autodesk University (AU) is the annual gathering of the global design and make community. AU provides immersive conference experiences and year-round access to free online learning resources. During FY26, the AU website attracted over 665,000 total visits with users consuming more than 54,000 hours of instructional videos.

Free Autodesk software and/or cloud-based services are subject to acceptance of and compliance with the terms and conditions of the terms of use and/or other terms that accompany such software or cloud-based services. Software and cloud-based services subject to an Educational license or subscription may be used by eligible users solely for Educational Purposes and shall not be used for commercial, professional, or any other for-profit purposes.

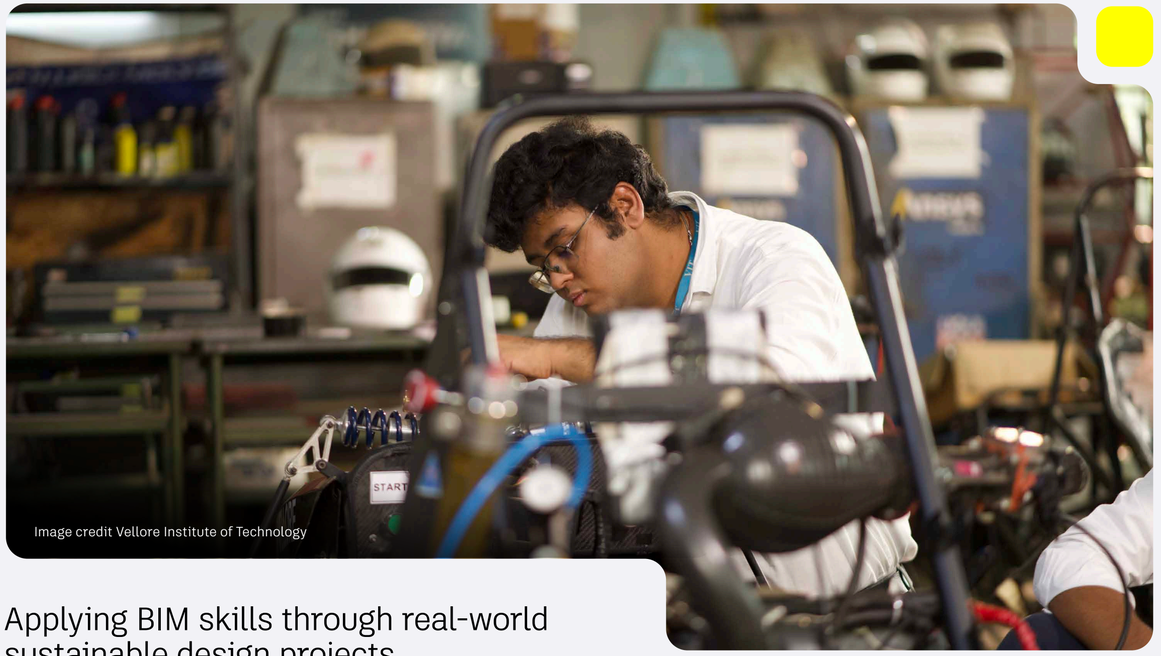


Image credit Vellore Institute of Technology

Applying BIM skills through real-world sustainable design projects

At Vellore Institute of Technology in Vellore, India, Autodesk is helping provide future designers and engineers with a strong grounding in sustainability and real-world impact. Architecture students at the institution use Autodesk Revit and Autodesk Forma to design, simulate, and visualize complex projects, giving them hands-on experience with tools used in professional practice to optimize for energy efficiency and other aspects of environmental performance.

In the Design and Make Studio powered by Autodesk, students can receive guidance in a multidisciplinary and collaborative environment that helps them refine their designs and prepare for entrepreneurial ventures. One standout example is a prototype for a sustainable living capsule, a tiny home designed for low impact. Architecture student Sneha Devaraju used Autodesk tools to explore energy-efficient design options early in the process, illustrating how technology can support environmentally responsive thinking.

Learn more

"My passion is to combine design with the latest technology. I want to come up with structures that are environmentally responsive, dynamic, and flexible... Sustainability is not only about materials and energy efficiency. It is also about the mindset of influencing the entire lifecycle of the building."

Sneha Devaraju, Architecture Student, Vellore Institute of Technology

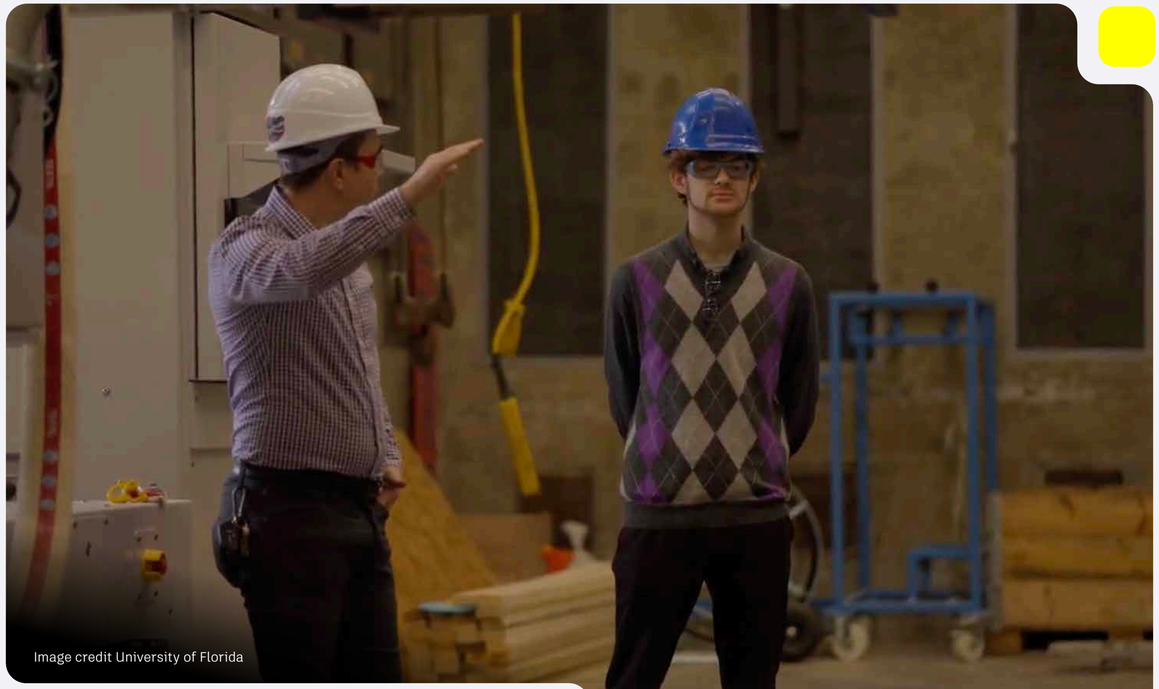


Image credit University of Florida

First industrialized construction degree sparks a new generation of changemakers

University of Florida is preparing students for a more sustainable future in the built environment by launching the world's first bachelor of science in industrialized construction engineering, a cross-college program that blends architecture, engineering, and construction management. Autodesk supports the program by helping power a curriculum and learning labs centered on advanced, real-world workflows such as design automation, AI, digital twins, and robotics. These resources will help students build practical skills for faster, safer, and more sustainable construction.

Learn more

"With the new Industrialized Construction Engineering program at University of Florida we bring together aspects of design, civil engineering, industrial and systems engineering, as well as construction management. And that has really developed into a very strong unique program that allows students to go into industry and be very deliberate about making changes that will be impactful to the broader society."

Chimay Anumba, Dean of the College of Design, Construction, and Planning, University of Florida

Image credit Nihon University

Students design satellite to predict earthquakes

Autodesk is helping Nihon University students build sustainability and impact-oriented skills by providing access to Autodesk Fusion for real world, project-based engineering work. Students used Fusion to design the PRELUDE satellite, aimed at collecting data that could support earthquake prediction and resilience, connecting classroom learning to society's most urgent challenges.

Learn more

"I have always wanted to be involved with satellite development. And since Japan experiences a lot of earthquakes, I was very interested in the idea of reducing related damage by predicting them, so I started working on this project."

Nagisa Sone, Aerospace Engineering Student, Nihon University

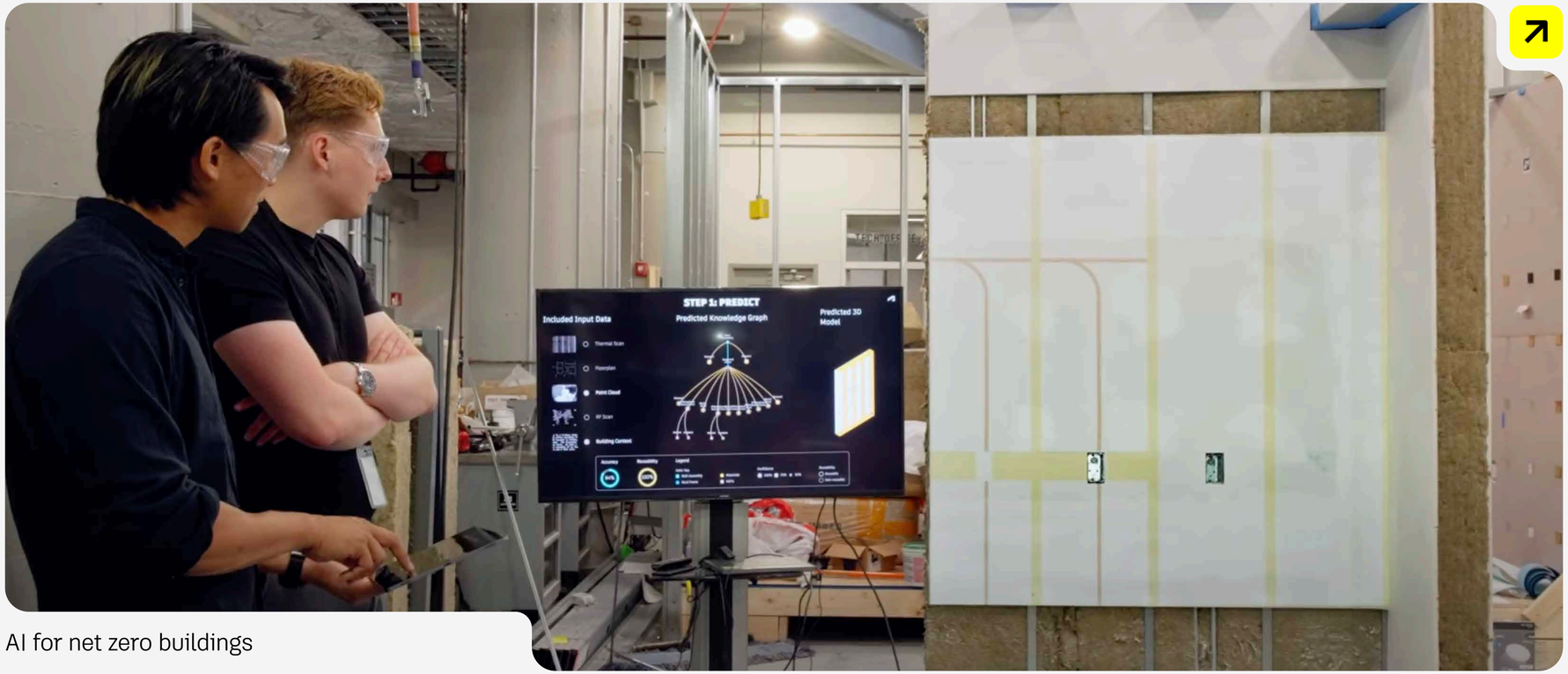
Research

Autodesk Research explores how technology can be applied to emerging design and make challenges, which enables us to better serve our customers and navigate the transformative shifts reshaping how we work. To stay closely aligned with real-world challenges, we actively collaborate with industry experts, fellow research labs, ambitious start-ups, and leading academic institutions. This approach keeps us at the forefront of emerging methodologies and discoveries, while deepening our insight and advancing our research.

The Autodesk Research Residency Program reflects this dynamic intersection of industry and academia. The program brings together academic inquiry and industry practice to explore the future of design and make. Through an annual Academic Research Cohort and an ongoing Industry Research Network, the program supports original research, practical experimentation, and shared learning. This connects people, tools, and perspectives to expand knowledge and unlock new capabilities across design, fabrication, and digital-to-physical workflows.

The Academic Research Cohort advances new knowledge through focused inquiry, which supports deep research, exploration, and synthesis. The Industry Research Network advances new capabilities through practice by bringing real-world insight, experimentation, and leadership into the program. Distinct by design, these experiences are structured to inform and strengthen one another.

Learn more



AI for net zero buildings

The AECO industry accounts for 42% of GHG emissions annually,[1] making it one of the most important sectors in the fight against climate change. Many of the buildings that will stand in 2050 have already been constructed, so driving progress in this area depends not only on what we build next, but on how intelligently we upgrade existing structures.

Among the most powerful climate strategies available today is adaptive reuse. Renovating and repurposing existing buildings can generate 50–75% less carbon than new construction.[2] However, reuse projects are often more complex and unpredictable than new builds, with hidden issues, incomplete documentation, and uncertainty about materials used that can slow progress and increase risk.

To address these challenges, Autodesk Research is developing two complementary AI-powered technologies to make building reuse faster, more intelligent, and increasingly scalable.

The first focuses on building intelligence. This novel AI system analyzes legacy floor plans, site photos, thermal imagery, and geographic information system (GIS) data to infer what lies within walls and structural systems. It can predict mechanical, electrical, and plumbing (MEP) systems, identify insulation, detect potential structural damage, and estimate the financial value of material inventories. This information helps teams make better design decisions earlier in the project.

The second technology supports low-carbon redesign. Building assemblies are complex and deeply interconnected, so reusing materials or substituting lower-carbon alternatives can be technically challenging. Our AI system interactively explores thousands of possible configurations, guided by high-level goals such as maximizing reuse, reducing carbon, or minimizing cost. This enables design teams to quickly evaluate tradeoffs and unlock practical, low-carbon solutions grounded in real-world constraints.

Together, these innovations have the potential to accelerate adaptive reuse, dramatically reducing emissions, lowering costs, and minimizing waste. By making reuse more predictable, data-driven, and scalable, Autodesk Research is helping turn one of the industry's greatest climate challenges into one of its greatest opportunities.

Learn more


Image credit Cosmic Buildings

Advancing disaster response through AI-enabled housing delivery

In the wake of Southern California's January 2025 wildfires, rebuilding has highlighted the strain on traditional housing delivery systems: rising costs, labor shortages, permitting delays, and widening insurance gaps. For many families, returning home may take years. Cosmic, a California-based construction technology company, is working to compress that timeline through AI-enabled design and mobile robotic manufacturing deployed directly in fire-affected neighborhoods.

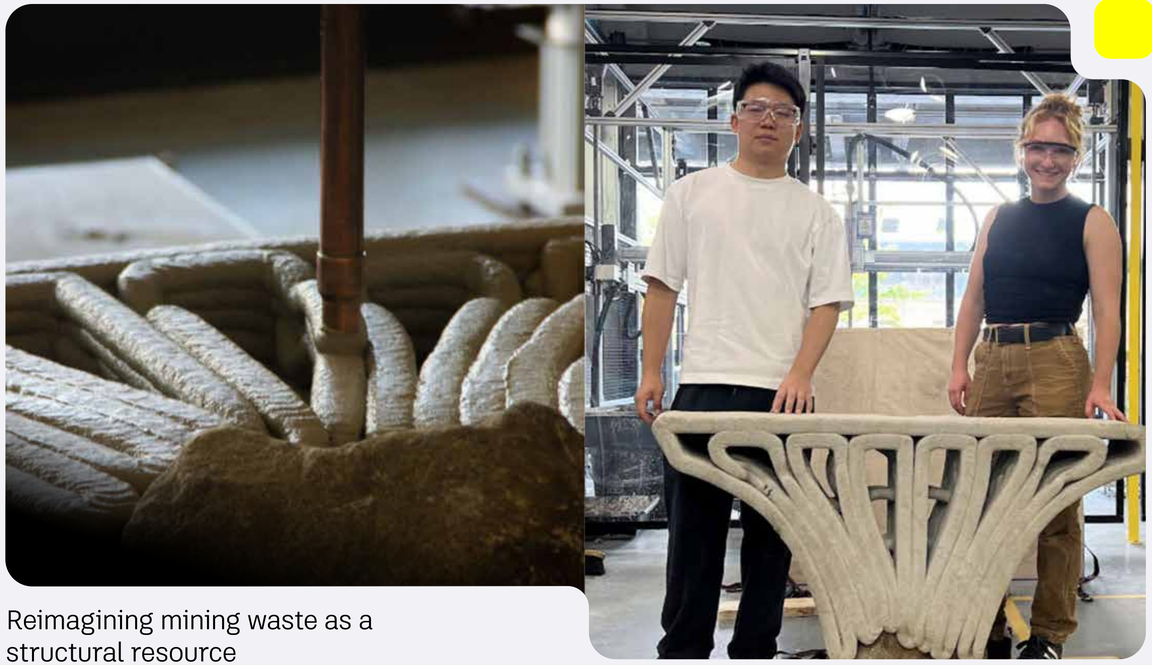
As an Industry Research Network team in the Autodesk Research Residency Program, Cosmic is advancing new models for disaster-responsive housing delivery, bringing AI-driven design, automated fabrication, and mobile micro factories together to rebuild communities faster and more sustainably.

On-site robotic workstations fabricate structural wall panels using automated toolpaths and real-time quality monitoring. By automating one of construction's most labor-intensive and error-prone stages, the system reduces manual labor requirements while increasing precision and speed. The company reports construction timelines measured in months rather than years, with overall costs substantially below typical Los Angeles rebuild estimates.

Cosmic uses non-combustible materials that exceed California's strict wildfire interface standards, while all-electric systems, rooftop solar, battery storage, and water recycling features support greater self-sufficiency. Designs maximize on-site energy generation and minimize operational GHG emissions.

With capacity to scale beyond Los Angeles in the coming years, the mobile micro factory model signals a broader shift in how housing might be delivered in climate risk zones. Cosmic reframes disaster recovery as a service to the community and an opportunity to modernize the construction process.

Learn more



Reimagining mining waste as a structural resource

Across Appalachia and other mining regions, vast quantities of discarded stones sit in valleys and along stripped landscapes. Geo-Stitch proposes that this surplus material, typically viewed as waste, could instead be a valuable structural material for architecture.

Developed by Harvard Graduate School of Design students Madeleine Farrer and Chenming He, Geo-Stitch is part of the Academic Research Cohort within the Autodesk Research Residency Program. As members of the Grinham Research Group, led by Assistant Professor Jonathan Grinham, the team brought its concept into the Autodesk Technology Center in Boston, Massachusetts, to test and refine at architectural scale.

Geo-Stitch explores how mining byproducts can be transformed into structural masonry systems by combining irregular stones using precisely extruded mortar. Instead of reshaping stone into standardized units, each piece is preserved in its natural form and "stitched" together with other stones using digital imaging and additive manufacturing.

The workflow integrates on-site stone scanning, computational toolpath planning, and the coordinated placement of stones and cementitious material. By integrating computation with large-scale fabrication, the system reduces formwork and excess cement while assembling irregular stones into cohesive and durable structures.

Learn more

Public policy

Public policy plays a critical role in driving innovation and sustainability in the industries we support. Our government affairs and public policy efforts align with our broader mission: to empower innovators to design and make a better world for all. Through strategic advocacy, industry collaboration, and regulatory engagement, we work to ensure that policies support technological advancement, environmental sustainability, and workforce development.

Water management

Water is an essential resource, and digital innovation is required to manage it more sustainably and efficiently. Autodesk has taken a leading role in advocating for using digital tools to improve water infrastructure and water systems through the following in FY26:

- → Autodesk engaged with policymakers to provide expert insights that inform the UK Water Reform Bill and support the UK government's stated aim to use innovation as a key driver for "Once in a Generation" sector reform.
- → Autodesk monitored and engaged on the development of the EU Water Resilience Strategy, which recognizes digital transformation as a key enabler of improved water management outcomes.
- → Autodesk supported members of the U.S. Congress in introducing the U.S. Water Infrastructure Resiliency Act to help communities adopt advanced technologies to better manage their water systems, allowing them to track and manage water resources more effectively, while conserving water, improving efficiency, and reducing costs.

Sustainable infrastructure and buildings

Autodesk supports policies and incentives to foster the use of technology to design and construct sustainable infrastructure and buildings. In FY26, Autodesk contributed practical, technology-informed perspectives to policy discussions around the world related to energy efficiency, digital construction, and data-driven infrastructure delivery.

Global

- → Autodesk joined the COP30 global business sign-on letter supporting efforts to double energy efficiency, reinforcing the role of digital design and building technologies in reducing energy use and GHG emissions across the built environment.

Americas

- → Following the January 2025 wildfires in Los Angeles, Autodesk supported coordination with California state and local stakeholders, including the LA Rises initiative, to advance policy-aligned, digitally-enabled approaches to resilient rebuilding.
- → Autodesk signed a letter to policymakers in support of resilient, green transportation investments in Massachusetts.

Europe, Middle East, and Africa

- → Autodesk participated in EU policy dialogue on sustainable construction at the EU Sustainable Construction Conference, contributing perspectives on how lifecycle-based digital approaches can support regulatory compliance, building performance, and sustainability objectives.

Asia Pacific and Japan

- → Autodesk engaged with central and state governments in India to support the expansion of the India BIM Mandate and implementation of BIM policies, including activity in Haryana and Maharashtra, while contributing to discussions around national-level BIM guidance.
- → Autodesk engaged on New South Wales' Infrastructure Digitalisation and Data Policy, which promotes common data environments and standardized data practices across public infrastructure projects, aligning digital delivery with government infrastructure objectives.

Manufacturing

Manufacturing is undergoing rapid transformation as AI and advanced digital tools reshape how products are designed, produced, and delivered. In FY26, Autodesk engaged policymakers and industry peers to inform policy frameworks that support responsible AI adoption, strengthen competitiveness, and enable manufacturers, particularly small and mid-sized firms, to modernize through digital design and manufacturing technologies.

- → Autodesk contributed to the development of the Business Software Alliance (BSA) report on AI and manufacturing, providing input on how AI-enabled design and manufacturing technologies can drive productivity, innovation, and competitiveness, while also supporting responsible adoption.
- → Autodesk strengthened its policy leadership through congressional testimony highlighting the real-world application of AI in manufacturing and reinforcing Autodesk's role as a trusted industry voice for policymakers.

Workforce readiness

In FY26, Autodesk engaged with policymakers to support public-private collaboration on AI education and skills development, reinforcing the importance of aligning education, training, and workforce policies with the demands of an AI-enabled economy.

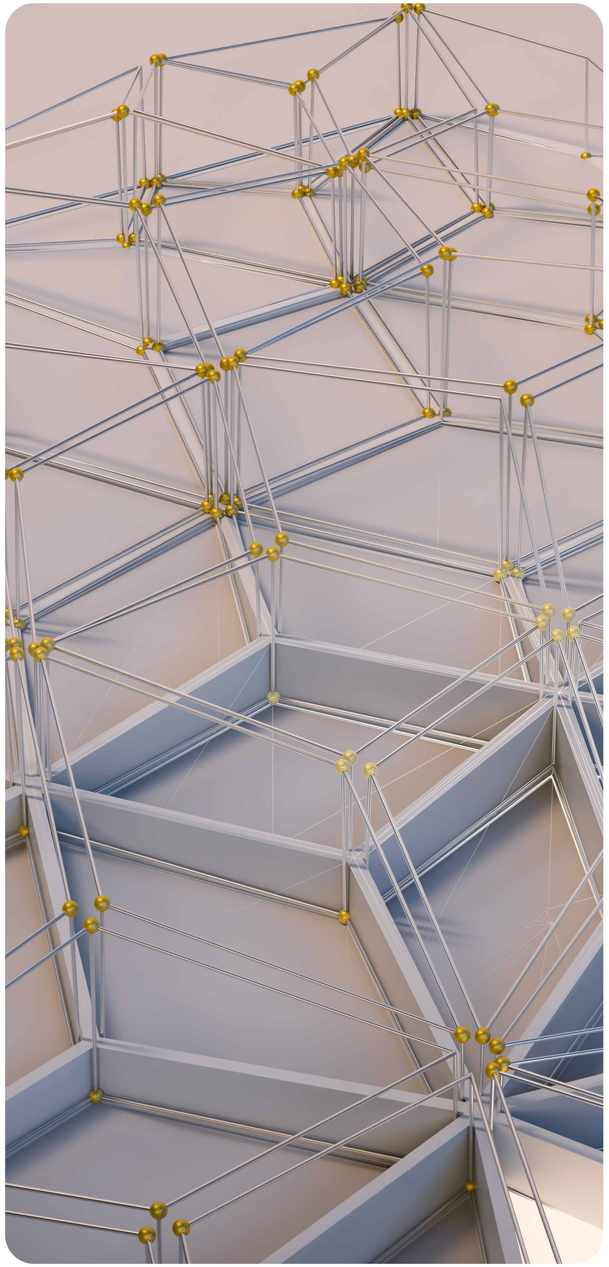
- → Autodesk signed the Pledge to America's Youth and participated in a White House meeting on AI and education.

Public policy governance

Autodesk does not contribute to political candidates, and we have a longstanding global policy prohibiting corporate political contributions at any level. The company does not have a political action committee. Rarely, Autodesk may engage with 501(c)4 organizations or on ballot measures, and we publicly disclose those engagements. We publish our political contributions policy, lobbying reports, and a list of the trade associations, think tanks, and other organizations we belong to that advance company interests and public policy goals.

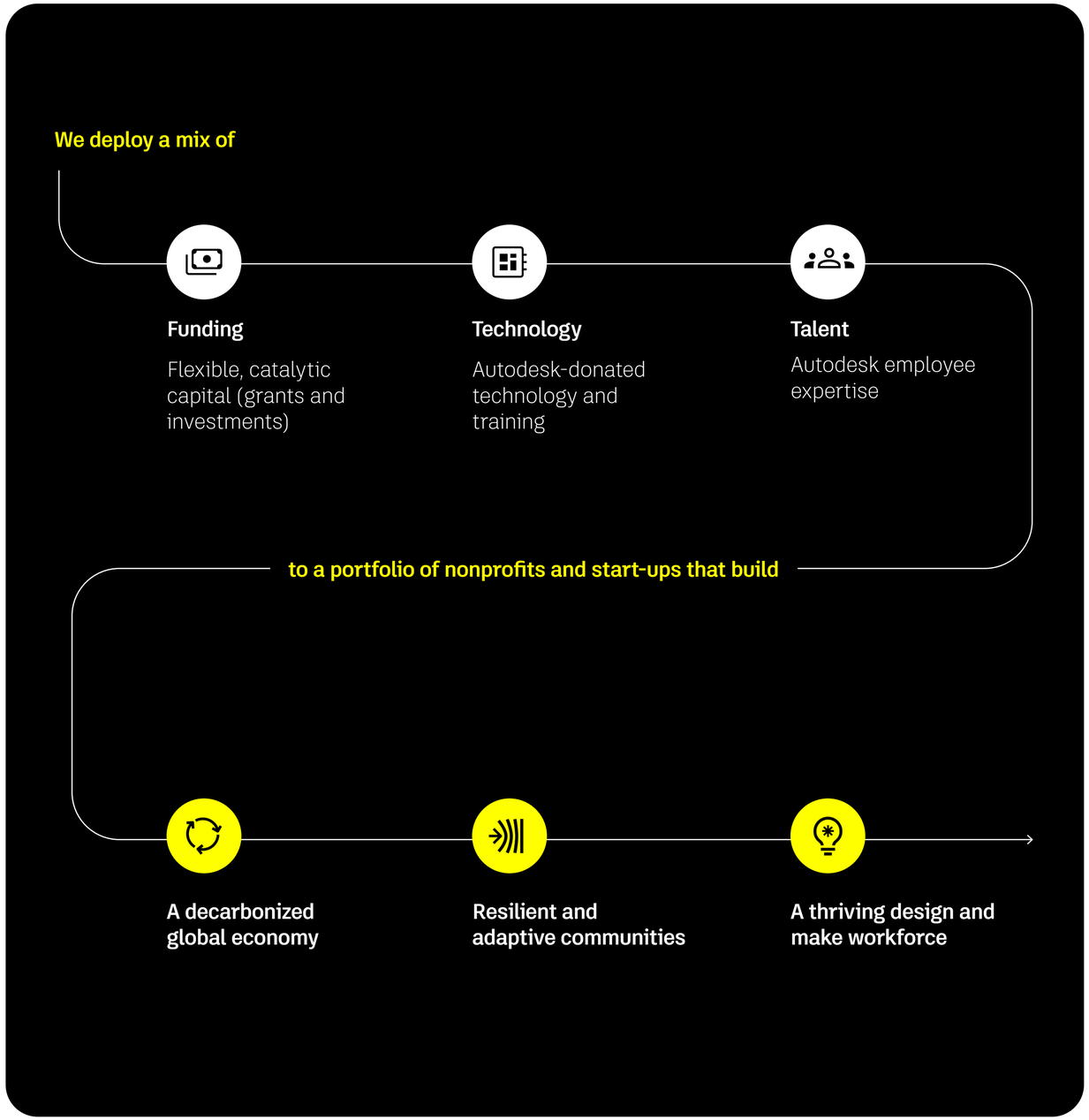
For the fifth year, Autodesk ranked in the First Tier of companies in the 2025 CPA-Zicklin Index of Corporate Political Disclosure and Accountability. Our score of 82.9 (out of 100) was 28.5 points above the IT sector average.

→ Learn more about our public policy efforts.



Autodesk Foundation

Catalyze innovation



The Autodesk Foundation invests in a global portfolio of nonprofits and start-ups to de-risk and accelerate transformative design and make solutions.

By combining catalytic capital, Autodesk technology, and Autodesk employee expertise where they are needed most, the Autodesk Foundation supports its portfolio to prototype, validate, and scale climate and workforce solutions.

Investment strategy

The Autodesk Foundation invests to scale innovative solutions to the world's most pressing social and environmental challenges. Investment theses and theories of change inform funding decisions and guide progress toward annual impact targets. Through its impact measurement and management practice, the Autodesk Foundation tracks organizations' progress through their reporting, and uses these insights to refine its investment strategy over time.

The Autodesk Foundation investment strategy focuses on three interconnected areas: Energy & Materials, Health & Resilience, and Work & Prosperity. These align with the challenges and opportunities in the industries Autodesk serves.

Technology

The Autodesk Foundation portfolio organizations receive donated Autodesk software, technical training, and tailored technical support to strengthen design and make workflows and accelerate growth.

Learn more

Talent

Autodesk employees support portfolio organizations through skilled volunteering, including Pro Bono Consulting engagements that match employee expertise to portfolio needs.

Learn more

Through its financial capital and in-kind support, the Autodesk Foundation aims to transition solutions from the margins to the mainstream.

Autodesk Foundation impact

In FY26, Autodesk Foundation portfolio organizations received:

Total

$25.6 million

in financial and in-kind support to portfolio organizations

Financial capital

$16.1 million

in flexible, catalytic capital in the form of impact investments and unrestricted grants

In-kind support

$9.5 million

of in-kind contributions, including Autodesk technology and Autodesk employee expertise

65

total nonprofits and start-ups included in our portfolio in FY26

91

countries reached[3]

Impact outcomes

In 2025, the Autodesk Foundation portfolio achieved the following outcomes:[4]

2.8 million+

metric tons CO_2e emissions reduced

Energy & Materials 73% | Health & Resilience 27%

438,000

individuals obtained quality jobs[6]

Work & Prosperity 100%

29.9 million+

individuals reached

with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development (cumulative)[5]

Health & Resilience 94% | Work & Prosperity 6%

Autodesk Foundation portfolio impact: breadth, depth, and durability

The Autodesk Foundation collects and analyzes impact metrics reflecting breadth (the number of individuals reached), depth (the quality of impact), and durability (the lasting nature of the impact over time). The Autodesk Foundation has reported portfolio impact since 2019, learning and adjusting to ensure we are positioning our portfolio for success and investing in solutions that have the greatest potential.

See Data summary for more detailed impact metrics.
Learn more about the Autodesk Foundation's approach to impact measurement and management.

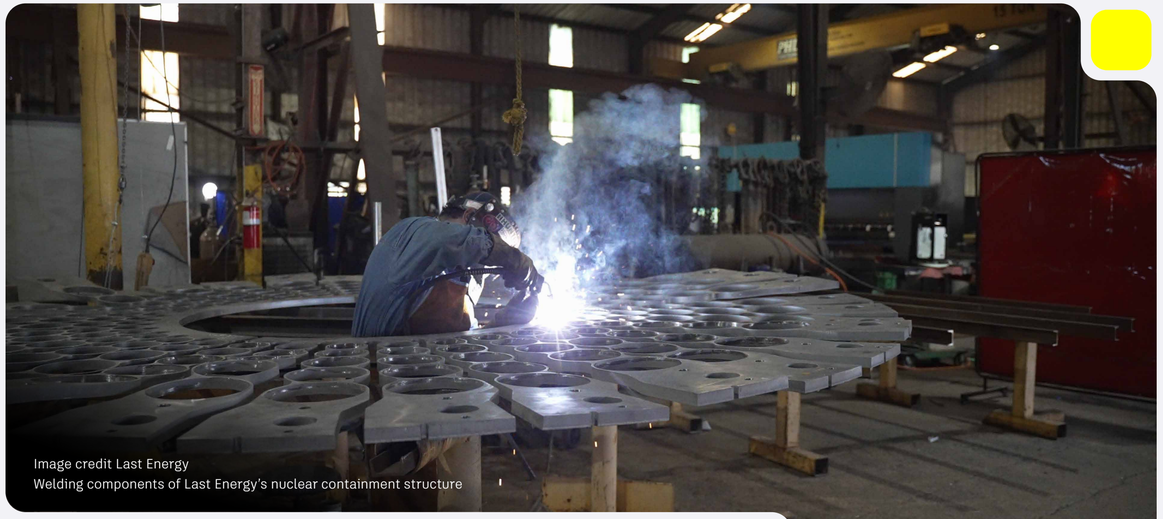


Image credit Last Energy
Welding components of Last Energy's nuclear containment structure

Inside the design and construction of the future of nuclear energy

Last Energy's 20-megawatt modular nuclear power plants can be delivered faster than traditional nuclear energy projects, making clean energy more accessible for hard-to-abate industries such as data centers and industrial and defense infrastructure.

The company's nuclear units are designed for modular manufacturing and deployment. Instead of large, custom-built plants, Last Energy focuses on components that can be produced at scale and assembled on site, simplifying construction and shortening timelines. Designed to house reactor equipment and optimize thermodynamic efficiency, the company's fully integrated nuclear containment structure seals all radioactive materials from the environment indefinitely.

Prior to physical prototyping, Last Energy engineers conducted concept modeling and feasibility tests using Autodesk tools: Autodesk Inventor, Inventor Nesting, Fusion, and AutoCAD. After validating lab-scale concepts, the company contracts manufacturers from the oil and gas sector to fabricate full-scale prototypes. This agile, cross-industry approach underpins efficient manufacturing and scalability.

Last Energy integrates Autodesk tools into all of its engineering and design workflows to accelerate its modular and prefab deployment model. This supports the adaptation of prefab and modular designs to meet municipal requirements and enhances communication across the team. This digital approach also enables faster iteration and strengthens coordination across mechanical, structural, and systems engineering disciplines.

The Autodesk Foundation invested in Last Energy and has facilitated access to Autodesk software and technical training to support the scale of Last Energy's modular nuclear power plants.

> *"Integrating Autodesk tools has allowed us to scale workflows and accelerate our ability to provide clean, sustainable, and abundant energy."*
>
> Olivia Columbus, Chief of Staff, Last Energy

Learn more

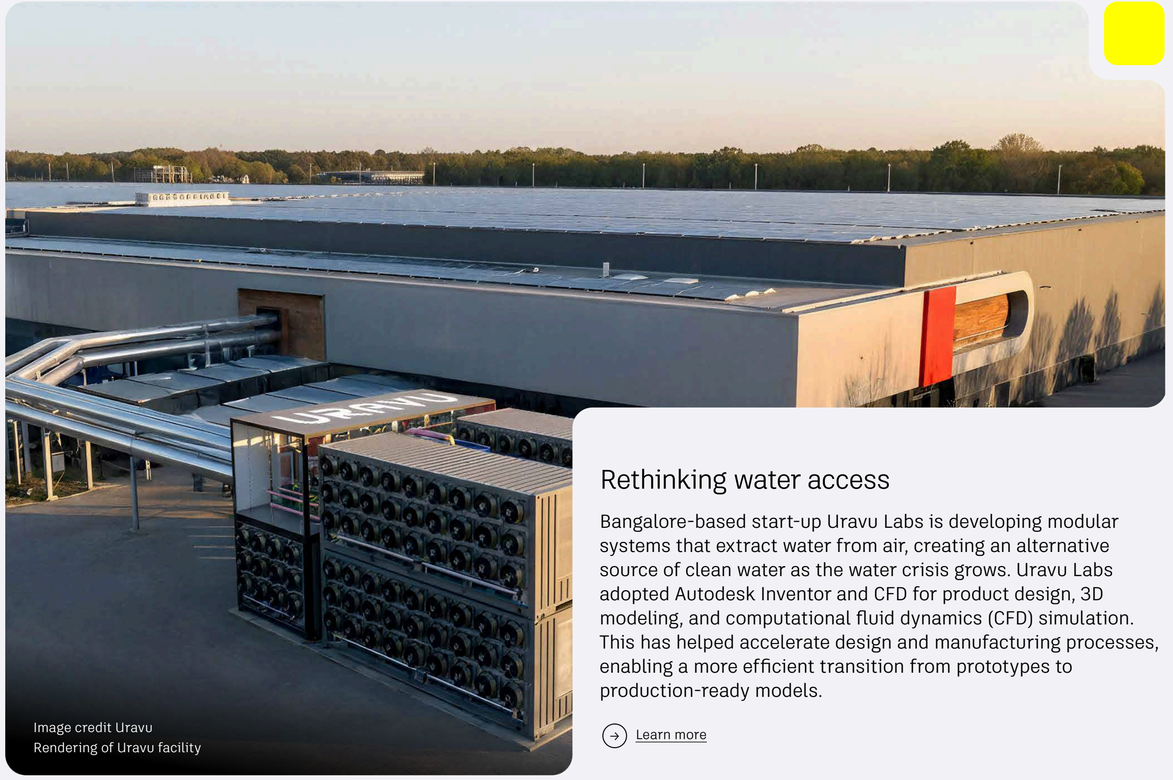


Image credit Uravu
Rendering of Uravu facility

Rethinking water access

Bangalore-based start-up Uravu Labs is developing modular systems that extract water from air, creating an alternative source of clean water as the water crisis grows. Uravu Labs adopted Autodesk Inventor and CFD for product design, 3D modeling, and computational fluid dynamics (CFD) simulation. This has helped accelerate design and manufacturing processes, enabling a more efficient transition from prototypes to production-ready models.

Learn more

Image credit Coalfield Development
Participants in Coalfield Development's WRAPS program

Transforming Appalachia into a solar haven for its people

Coalfield Development stands at the forefront of Appalachia's clean energy revolution through its workforce development program that blends hands-on training and life skills guidance to equip West Virginians for local jobs across solar, construction, and more. Local business Solar Holler is partnering with Coalfield to train 100 solar workers over 18 months. The organization uses AutoCAD to create project visualizations that show potential grantors, philanthropists, and the community what a better future can look like.

Learn more

Impact areas

We fund early-stage solutions across three interconnected areas to help design and make a better world for all.

Energy & Materials

Designing for a decarbonized global economy

Roughly 42% of GHG emissions globally are from designing, building, operating, and renovating the built environment.[7] To address this challenge, the Autodesk Foundation invests in solutions that drive real-world emissions reductions. We focus on five essential domains (energy, buildings, heavy industry, transportation, and carbon removal) most aligned with Autodesk's design and make expertise. Portfolio organizations include start-ups as well as investment funds that prototype, prove, and scale technology ranging from desalination with electrochemical processes for carbon removal to low-carbon concrete to rechargable aluminum fuel power systems to micro-modular nuclear power plants.

See portfolio solutions

"There is an urgent need to build capacity for black mass refining and develop more diversified and robust supply chains, particularly in the United States, where securing domestic critical mineral processing capabilities is increasingly central to energy and industrial policy."

Megan O'Connor, Co-founder and CEO, Nth Cycle

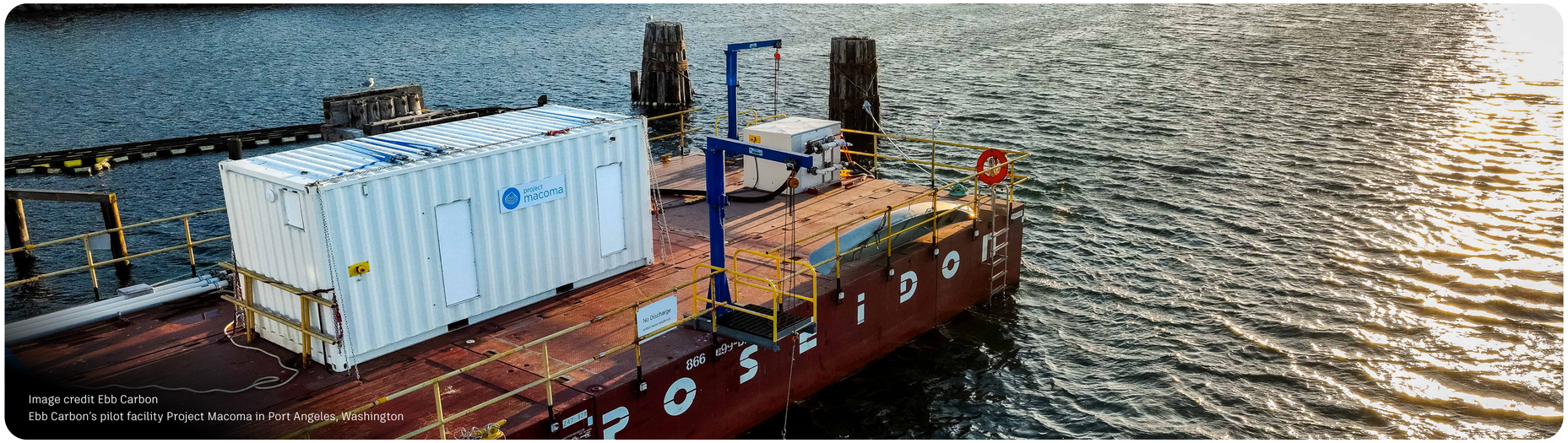


Image credit Ebb Carbon
Ebb Carbon's pilot facility Project Macoma in Port Angeles, Washington

To build a decarbonized global economy

We invest in solutions that decarbonize industries by

- De-risking and accelerating the adoption of climate technology at scale
- Utilizing AI as an enabler of decarbonization while reducing and managing its environmental footprint
- Permanently removing carbon from the atmosphere

Which deliver measurable outcomes that

- Reduce GHG emissions
- Remove and sequester carbon

Impact metrics

The Autodesk Foundation evaluates its Energy & Materials portfolio by tracking how investments contribute to progress toward its goals.

Impact data are self-reported by Energy & Materials portfolio organizations annually. In calendar year 2025, 59% of the Energy & Materials portfolio provided data.

The data received indicated the following outcome:

2 million metric tons CO_2e emissions reduced

See Data summary for more detailed impact metrics.

Health & Resilience

Improving community resilience with climate adaptation technologies

More than half of the global population is affected by climate shocks each year.[8] To address this, the Autodesk Foundation invests in climate adaptation technologies that help communities prepare for and respond to growing climate risks. These pioneering approaches are grounded in design and make expertise and support early warning systems, infrastructure resilience, health system strengthening, livelihood adaptation, energy access, and food and water security.

See portfolio solutions

"Climate resilience will not be built from the top down. It will be built by backing the entrepreneurs closest to farmers—and giving them the patient capital needed to prove which innovations work at scale."

Christopher Wayne, Director of Agriculture, Acumen

Kheyti employee shares digital customer advisory tools with Autodesk pro bono volunteers

To build resilient and adaptive communities

We invest in solutions that support communities by

- Preventing and preparing for disasters
- Adapting livelihoods and strengthening financial security
- Building long-term food, energy, and water security

Which deliver measurable outcomes that

- Improve community health, safety, and well-being
- Advance economic growth
- Protect and regenerate natural resources

Impact metrics

The Autodesk Foundation evaluates the impact of its Health & Resilience portfolio by tracking outcomes that strengthen communities over the long term. These outcomes reflect improvements in community well-being, economic opportunity, and the protection and regeneration of natural resources.

Impact data are self-reported by Health & Resilience portfolio organizations annually. In calendar year 2025, 79% of the Health & Resilience portfolio provided data.

The data received indicated the following outcomes, which reflect both the human and environmental conditions required for communities to adapt and thrive in the long term.

28.3 million

individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and economic development (cumulative).[9]

770,000

metric tons CO_2e emissions reduced

See Data summary for more detailed impact metrics.

Work & Prosperity

Advancing a thriving design and make workforce

The global workforce is rapidly changing, surfacing new barriers for employees looking to secure quality jobs. At the same time, 92% of US-based construction firms report difficulty finding workers and 45% state that labor shortages are causing project delays.[10] To address workforce and industrywide employer challenges, the Autodesk Foundation invests in solutions that expand access to quality jobs, helping to create a skilled and resilient workforce that meets the changing needs of industries in the era of automation. We define a quality job as one that delivers financial security, a safe and healthy work environment, career growth, and meaningful agency and autonomy.

See portfolio solutions

Image credit JARC
JARC RI student celebrates securing a new job with their welding instructor

"Four out of five small and medium enterprises (SME) in Europe report it's difficult to hire the skilled talent they need for renewable energy, distributed generation, and grid reconstruction.[11] SEAF's SME Green Advancement Initiative (SGAI) and Lviv Construction and Recovery Fund (LCRV) are building the foundational SME supply chain and workforce required to support Europe's energy transition, while addressing their widening shortage of reconstruction and renewable-energy technicians."

Peter Righi, Global Director of the Center for Entrepreneurship, Small Enterprise Assistance Funds (SEAF)

To build a thriving design and make workforce

We invest in solutions that build a thriving workforce by

- **Expanding access to career on-ramps**
- **Delivering career navigation solutions**
- **Improving job quality**

Which deliver measurable outcomes that

- **Advance access to careers**
- **Improve career mobility**
- **Increase job placement rates**

Impact metrics

The Autodesk Foundation evaluates the impact of its Work & Prosperity portfolio by tracking improvements in outcomes for workers. These center on broadening access to on-ramps that set workers up for success, providing career navigation support that enables lifelong learning, and enhancing job quality, worker well-being, and long-term wage growth.

Impact data are self-reported by Work & Prosperity portfolio organizations annually. In calendar year 2025, 90% of the Work & Prosperity portfolio provided data.

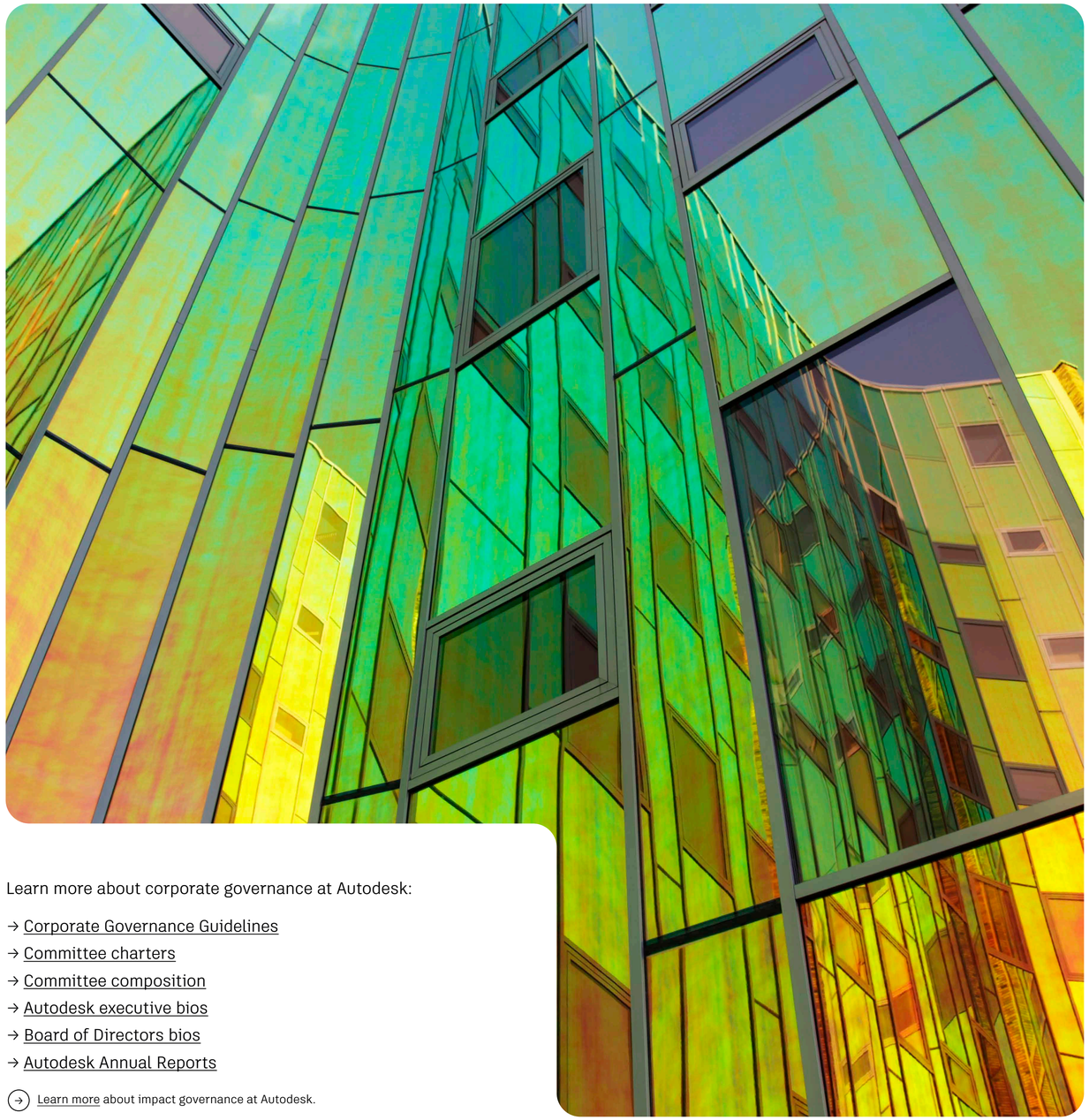
The data received indicated the following outcome:

438,000
individuals obtained quality jobs

See Data summary for more detailed impact metrics.

Operate with integrity

Corporate governance



We believe the highest standards of corporate governance and business conduct are essential to running our business sustainably, serving our stakeholders, and maintaining our integrity.

This begins with the Autodesk Board of Directors, which provides independent leadership in the exercise of its responsibilities. As of January 31, 2026, 10 out of 11 members of our Board of Directors are independent.

To support effective corporate governance, our Board delegates certain responsibilities to its committees, which report on their activities to the Board. The Corporate Governance and Nominating Committee and Compensation and Human Resources Committee assist our Board with oversight of human capital and environmental issues in the areas defined in their charters.

Our Corporate Governance Guidelines set forth the principles that guide our Board in overseeing corporate governance, maintaining its independence, evaluating its own performance, and setting corporate strategy. The Board reviews our governance practices, corporate governance developments, and stockholder feedback regularly to ensure continued effectiveness.

Board of Directors

Our Board is committed to ensuring that stockholder feedback informs our strong governance practices. Members of our management team and, in certain instances, our Board participate in stockholder outreach annually to discuss topics such as strategy, financial and business performance, executive compensation programs, sustainability, board composition, and governance. This outreach enables us to gather feedback from a cross section of Autodesk's stockholder base, maintain an open dialogue, and ensure that we understand our stockholders' perspectives.

Our directors also engage with our employees throughout the year, developing direct relationships below the executive management level. For example, members of our Board attend and participate in Autodesk's annual leadership meetings and Autodesk University, and visit our technology centers and other facilities.

Our Board of Directors regularly assesses the skills important for exercising its strategic oversight and fiduciary responsibilities on behalf of Autodesk shareholders. The Board also conducts self-assessments annually to determine if the requisite skills are appropriately represented on the existing Board. This process identifies any gaps in skills and experiences that in turn inform the board development process.

Regular continuing education programs enhance the skills and knowledge our directors use to perform their responsibilities. This includes internally and externally developed programs related to corporate impact issues and other relevant topics.

Our management oversees a strong system of internal controls and compliance with corporate policies and applicable laws and regulations.

Learn more about corporate governance at Autodesk:

→ Corporate Governance Guidelines
→ Committee charters
→ Committee composition
→ Autodesk executive bios
→ Board of Directors bios
→ Autodesk Annual Reports

→ Learn more about impact governance at Autodesk.

Trust

Trust is earned, not in a single moment, but across thousands of interactions over time. We work to gain and keep customers' trust each day, by enhancing Autodesk's processes, practices, and platform to instill customer confidence in our ability to protect their data, privacy, and business operations.

Autodesk is dedicated to ensuring that our products are capable and reliable while prioritizing open and transparent communication.

Our Trust Organization, led by our Chief Trust Officer, aligns the highest levels of the organization and drives strategies across Autodesk to improve customer trust and instill a culture of trustworthy-by-design across products, subscriptions, services, and teams. Autodesk has years of experience earning customers' trust by protecting their data, their privacy, and their competitive edge.

Autodesk collaborates with others in the software industry, as well as a broad range of professional and government organizations, who share the collective goal of advancing security, privacy, trust, risk management, and responsible AI through innovation.

Learn more

Cybersecurity and risk

The Autodesk cybersecurity framework is designed around industry standards and best practices to help safeguard data and limit residual risk. Protecting our customers' data is our highest priority.

Autodesk implements security policies based on industry best practices. We regularly complete internal and external audits, attestations, and third-party security assessments to monitor changes in the environment, test our policies and procedures, and identify new and emerging risks. We meet requirements for NIST 800-218 for secure software development and the NIS2 Directive for Autodesk cloud offerings within the EU.

We continuously monitor the environment for threats and take detective, corrective, and preventive measures to ensure a swift response when incidents do occur. Autodesk Security responds to security incidents and vulnerabilities discovered through automated scanning and manual testing exercises or reported through Autodesk's bug bounty and public vulnerability disclosure programs. We publish security bulletins and advisories to communicate issues and potential threats that could adversely affect Autodesk products and customers. Our systems, which deliver cloud services to customers, are designed for scalability and continuous uptime.

Attestations and certifications

For certain Autodesk products, we have selected industry standard attestations and certifications: UK Cybersecurity Essentials, Esquema Nacional de Seguridad (ENS) Medium, TISAX, FedRAMP Authorization at the Moderate level, TX-RAMP, KidSAFE COPPA, SOC 2 attestation, ISO 27001, ISO 27017, ISO 27018, ISO 27701, ISO 19650, and ISO 42001 certifications.

See a detailed summary of attestations and certifications associated with Autodesk products and services.

Learn more

During FY26, Autodesk published Cybersecurity Maturity Model Certification Whitepaper, which outlines the differences between Cybersecurity Maturity Model Certification (CMMC) levels, with a primary focus on CMMC Level 2. The document also explains the overlap between CMMC and FedRAMP and provides information about the Autodesk for Government offerings available to companies that may have CMMC compliance requirements.

Zero Day Initiative 2025 Vanguard "Accomplice" award winner

In FY26, Autodesk received recognition from TrendAI Zero Day Initiative (ZDI) for our collaboration with them to quickly and effectively fix vulnerabilities reported to us by their global community of world-renowned threat researchers.

Autodesk data storage in five additional countries

In FY26, Autodesk expanded the availability of our data storage locations globally to include Canada, Germany, India, Japan, and the UK. These additional locations provide customers in these regions increased choice and control related to local project data storage and better performance, enhancing business resilience.

Required two-step verification for Autodesk account access

Autodesk launched an effort in FY26 to help its users combat leaked or stolen passwords and prevent unauthorized access by requiring an additional authentication step. Users without single sign-on (SSO) or multi-factor authentication (MFA) enabled must enter a one-time passcode sent to their registered email address, in addition to their username and password, to successfully authenticate to their Autodesk account.

Build secure

Autodesk requires and assists engineering teams in using secure software development practices. All systems and applications undergo threat modeling exercises before, during, and after design. Development teams use secure coding practices, and all code is scanned for vulnerabilities.

Run secure

Autodesk integrates security controls into a hardened operating system on which product teams build. We use security technologies like endpoint protection, identity and access management, encryption in transit and at rest, and network and application firewalling.

Stay secure

We continuously assess our products for vulnerabilities and misconfigurations, and to maintain compliance with cybersecurity standards. We work with third-party threat researchers to find and fix vulnerabilities quickly, while our Cyber Threat Management and Response team monitors our internal systems, products, and digital properties for threats and suspicious activity.

Privacy

We build privacy into our products, services, culture, and processes to keep pace with evolving regulations and customer expectations. Our customers should have choices regarding their data and we are committed to being transparent about what data we collect, and how it is used, shared, and stored. Autodesk meets its obligations under the General Data Protection Regulation and the California Consumer Privacy Act.

Privacy by Design principles govern the treatment of data owned by Autodesk or under our control. These are applied worldwide and reflected across the company in development plans, business plans, and day-to-day operations.

We follow Autodesk's Privacy Principles and perform privacy impact assessments where personal data is collected or used. Our employees and contingent workers are required to comply with our privacy policies, standards, and guidelines. We also provide our workforce with general and role-specific privacy training.

Binding Corporate Rules

Autodesk's Binding Corporate Rules (BCRs) for controller and processor data transfers, approved by EU Data Protection Authorities in 2023, highlight the company's unwavering dedication to maintaining robust privacy and security measures for the data entrusted to the company. BCRs are a comprehensive set of internal policies and procedures designed to govern the processing of personal data within multinational organizations. Autodesk's EU-based Data Protection Officer oversees these efforts.

Public policy

Governments play a key role in ensuring responsible and ethical collection and use of data. We support and engage with governments in their efforts to develop public policies designed to advance data sharing in economically critical industry sectors, such as construction and manufacturing, while protecting data privacy, bolstering data security, ensuring private and secure international data transfers, and fostering responsible development and use of AI and machine learning.

The Autodesk Transparency Report states our policy on responding to requests for customer data by government agencies for law enforcement purposes, and provides data on the types of requests we receive and our responses.

We also collaborate with other organizations to advance progress in this area. Autodesk is a member of BSA | The Software Alliance and supports its work advocating for public policies that improve privacy protections.

Learn more

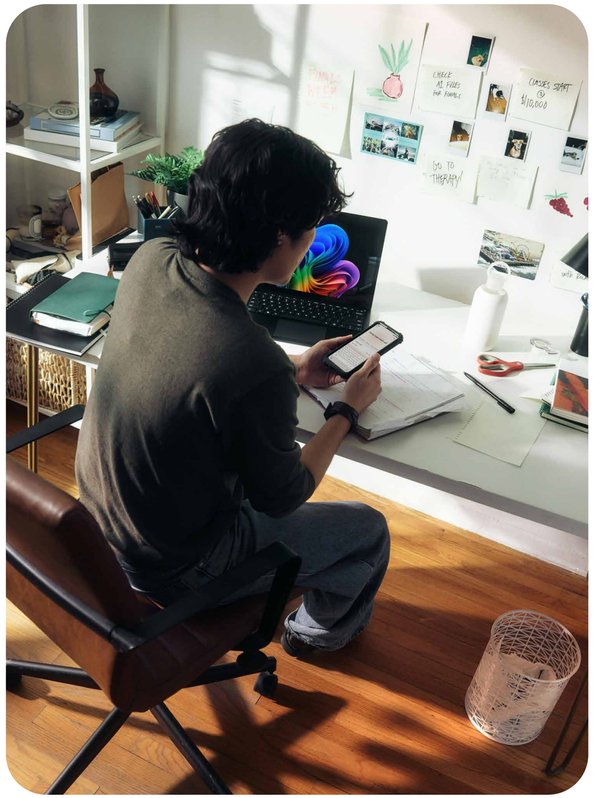
Autodesk privacy statements

The Autodesk Privacy Statement explains how we handle personal data, how such data can be accessed and updated, and how we protect this data when interacting with third parties.

The Children's Privacy Statement addresses how we collect, process, store, and delete children's personal data.

The Cookie Statement describes the way we use cookies, tags, and pixels in our applications. It contains a link to a tool for users to set their cookie preferences.

The Candidate Privacy Statement describes how we collect, process, store, and delete personal data about job applicants and prospective candidates.



Autodesk Privacy Principles

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

Responsible/trusted AI

Trusted AI is Autodesk's approach to the responsible development and use of AI capabilities. We align internal practices with our Trust principles for AI (see box) and guide practices that protect intellectual property and sensitive data, promote transparency, comply with evolving regulations, and provide transformative abilities to our customers while centering human ingenuity.

Autodesk has integrated AI ethics and responsible data use into our AI development and deployment processes. We adhere to strict governance processes to reduce risk for Autodesk and our customers. We follow responsible AI testing and monitoring practices throughout the AI lifecycle to mitigate or avoid new avenues of risk, including instances where our AI might perpetuate biases or amplify social challenges.

ISO 42001: Responsible AI governance

In FY26, Autodesk received the International Standards Organization's (ISO) 42001 certification for its central platform for developing customer-facing AI products and features. ISO 42001 provides a framework for organizations to develop, deploy, and monitor AI technologies responsibly, focusing on risk management, transparency, ethical principles, and accountability throughout the AI lifecycle.

Learn more

AI transparency cards

As part of our ongoing commitment to delivering trusted AI, we have developed AI transparency cards to disclose information about the AI features used in our products. These cards provide details on feature functionality, data sources, and the privacy and security safeguards in place. We now offer cards for all in-product AI features. For ease of access, customers can sort cards by industry or feature release date.

Learn more

Customer trust in AI

Companies, including Autodesk, are challenged to determine how transparency can best develop and enhance trust with customers and other stakeholders. During FY26, our chief trust officer collaborated with experts from Deloitte Consulting LLP to understand how initiatives like our AI transparency cards impact customers' trust and expectations; the results were published in a Harvard Business Review article, How to Get Your Customers to Trust AI. The piece focuses on several key themes, including treating transparency as part of a broader trust system, tailoring levels of transparency for different audiences, and making transparency an ongoing and iterative process. These approaches can contribute to transparency as a driver of trust and business performance.

EU Commission AI Pact

Autodesk was one of the first signatories to the EU AI Pact, a voluntary initiative led by the European Commission that seeks company pledges to help drive trustworthy and safe AI development in order to comply with the requirements of EU AI Act. In FY26, a year after joining, we submitted our first AI Pact Report to the European Commission's AI Office, fulfilling an important commitment as a signatory. The EU AI Pact encourages and supports organizations to plan ahead for the implementation of AI Act measures across the EU.

Learn more

Trusted AI Practices e-book

In FY26, we published Autodesk's Trusted AI Practices, a comprehensive summary of the practices, standards, and guardrails we have implemented in adherence to our Trust Principles for AI. The e-book details the the rigor with which we secure our AI systems and models, protect our customers' intellectual property (IP) and privacy, govern responsible AI development, and approach clear and transparent communication to our customers about Autodesk's AI capabilities and underlying models.

CISA Secure by Design Pledge

In FY26, to support cross-industry progress in following secure by design principles, Autodesk signed the US Cybersecurity & Infrastructure Security Agency (CISA) Secure by Design Pledge. The Pledge is structured around seven goals related to multi-factor authentication, default passwords, reducing entire classes of vulnerability, security patches, vulnerability disclosure policy, common vulnerabilities and exposures, and evidence of intrusions. Signing the Pledge publicly commits us to work toward these goals and share our progress.

Hiroshima AI Process

The Hiroshima AI Process was created to explore and discuss the opportunities and risks of generative AI. As of February 2026, more than 60 nations are members of the Friends Group, a voluntary framework of countries supporting the spirit of the initiative, toward globally promoting safe, secure, and trustworthy AI. More than 30 private companies and international organizations, including Autodesk Ltd. Japan, are members of the Partners Community, through which private companies and international organizations participate and support the activities of the Friends Group.

Trust principles for AI

Responsible

We adhere to high standards in acquiring and managing data, and in training and delivering fair and safe AI models.

Transparent

We are forthcoming about the design, development, and intended use of AI systems and data.

Accountable

We respect our customers' choices and align to laws and regulations.

Reliable

We are rigorous in building AI systems that strive to provide accuracy, validity, and consistency.

Safe and secure

We are committed to protecting data, intellectual property, and privacy, and producing safe outcomes.

Human rights

Autodesk promotes human rights wherever it does business. The Autodesk Human Rights Policy describes our commitments in this area, as well as how we promote human rights among our employees, suppliers, business partners, and customers.

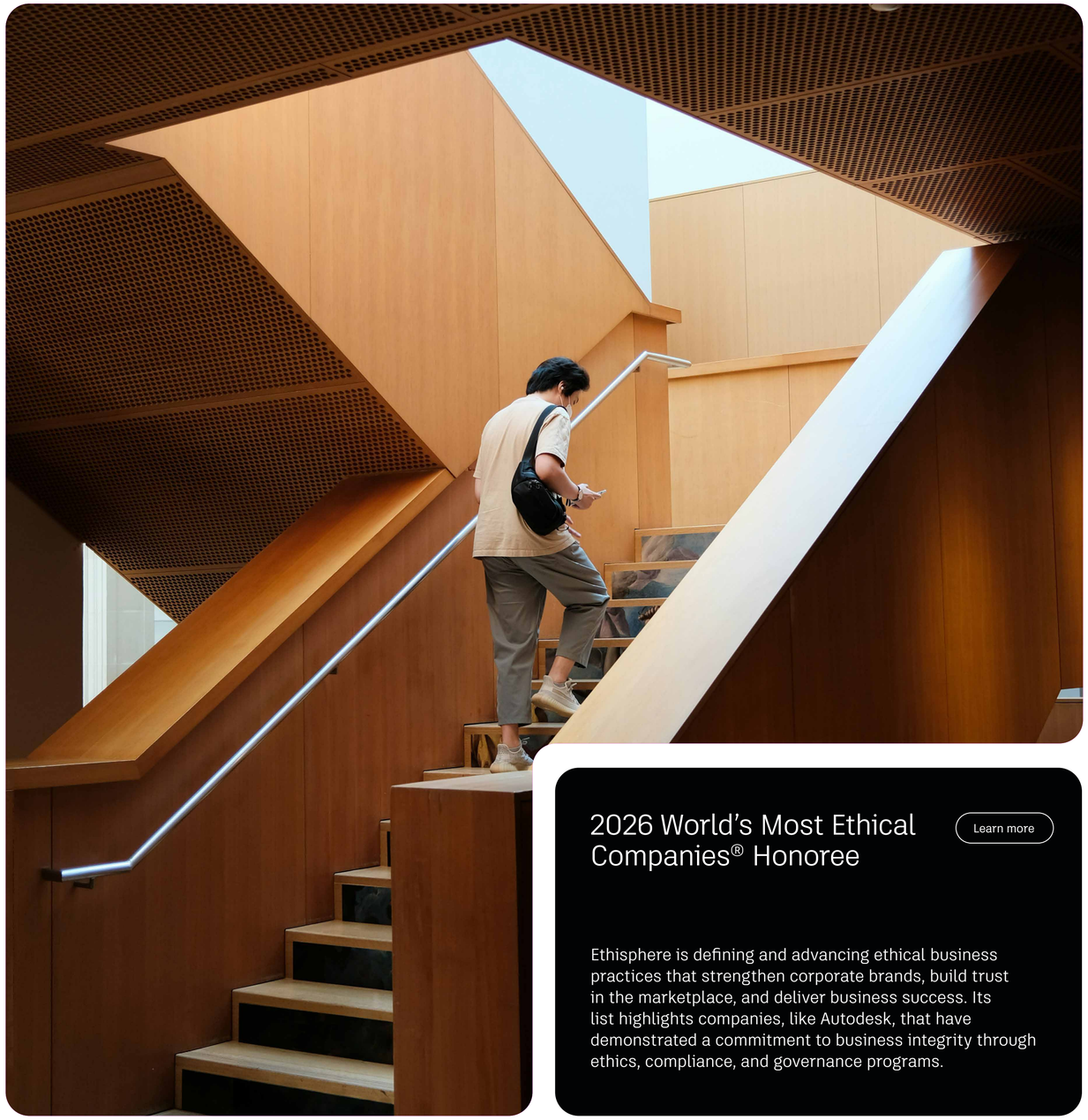
Autodesk supports and upholds human rights as outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights. We also support the rights described in the ILO Declaration on Fundamental Principles and Rights at Work.

View our Conflict Minerals Policy and Autodesk Modern Slavery Statement.

Learn more about our approach and performance in areas related to human rights such as culture of belonging, employee health and safety, and privacy.

The Autodesk Foundation also supports human rights through investments that drive progress related to Energy & Materials, Health & Resilience, and Work & Prosperity.

Ethics and compliance



At Autodesk, we recognize that every group and individual involved in our business, from our investors and our partners to our customers and coworkers, holds a stake in the future of our company.

Our success comes from our shared commitment to acting as One Autodesk. Delivering on that commitment requires that our relationships with each other be founded on trust and respect, which we must earn every day by always adhering to the highest standards of ethical business conduct.

Our Code of Business Conduct (COBC) articulates standards of conduct meant to ensure we do what's right for all our stakeholders. It is aligned with our Culture Guide.

During the first quarter of each fiscal year, all Autodesk officers and active employees, including those of our global subsidiaries, are required to review and reaffirm their commitment to the COBC and complete COBC training. For FY26, 100% of active employees completed this requirement.

Our COBC includes instructions for reporting potential violations of the law or Autodesk policy. Autodesk's Business Ethics and Compliance Hotline enables employees, third parties, and anyone else to report suspected violations for investigation and resolution.

We are committed to complying with all applicable anticorruption laws and regulations. This includes the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and other anti-corruption laws. Our partners must also abide by these standards while conducting business with or on behalf of Autodesk.

We require periodic anticorruption training for all employees and additional specialized anticorruption training for employees who work in roles of heightened risk.

Tax transparency

At Autodesk, we strive to conduct our business with the highest degree of honesty and in line with our COBC. Based on these factors, as well as the needs of our stakeholders, we have established a set of principles to follow in tandem with our global tax strategy.

Learn more

2026 World's Most Ethical Companies® Honoree

Learn more

Ethisphere is defining and advancing ethical business practices that strengthen corporate brands, build trust in the marketplace, and deliver business success. Its list highlights companies, like Autodesk, that have demonstrated a commitment to business integrity through ethics, compliance, and governance programs.

Suppliers and business partners

Our Partner Code of Conduct outlines the standards and practices we require our business partners, including suppliers, vendors, and others, to follow while conducting business with or on behalf of Autodesk.

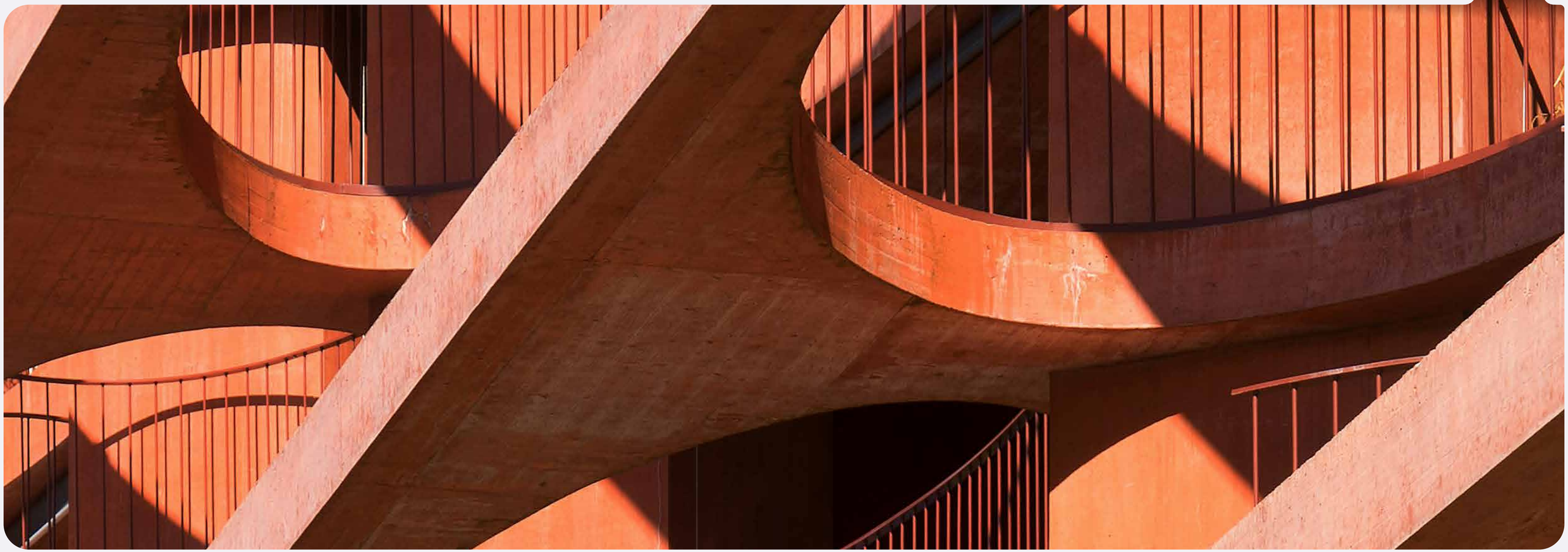
The Partner Code of Conduct specifies that business partners must support internationally recognized human rights and comply with all applicable laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor. We also require our partners to support fair labor practices. If business partners do not abide by the Partner Code, they are subject to a range of actions, up to termination of their relationship with Autodesk.

To emphasize Autodesk's requirements regarding ethical conduct, as reflected in the Partner Code, we require representatives from companies applying to become solution providers to complete anti-bribery training. During FY26, more than 1,000 officers and employees from over 400 current and prospective solution providers in more than 70 countries around the world completed the training in one of six languages.

Starting in FY26, Autodesk requires partners in certain sales programs with heightened risk to meet minimum compliance policy requirements, including confirming their own policies addressing anti-corruption, fair competition, and non-retaliation for raising a potential concern in good faith. Those partners must also have a reporting mechanism to raise potential concerns, and provide biannual internal training covering their policies for all partner employees working on Autodesk-related business.

To embed responsible sourcing into procurement, we include environmental and governance questions in our request for proposal (RFP) process and provide training to relevant sourcing teams on these requirements. These questions cover information about fair labor, human rights, GHG emissions, and science-based targets for all RFPs globally, as well as additional questions about sustainable business practices for RFPs worldwide related to IT infrastructure, IT hardware, facilities, marketing and events, and travel.

We urge our suppliers to prioritize transparency in process, casting a wide competitive net, to help ensure fairness in the selection of suppliers. To drive GHG emissions reduction in our supplier base, we encourage our business partners to implement environmental management systems, report GHG emissions to CDP annually, and set science-based targets by FY27.



Appendix

Sustainability ratings, rankings, and memberships

Voluntary sustainability reporting provides Autodesk an ongoing opportunity to demonstrate our performance, assess our impact, and reinforce our commitment related to a broad range of sustainability-related topics. These efforts also drive continuous improvement, enhance transparency, and foster accountability across our business.

Organization/framework	Autodesk current score/engagement
Bloomberg	4.77/10 (Leading)
CDP Climate Change	Not Scored
Corporate Knights Global 100	Rank 89
EcoVadis	70/100, Bronze Medal
Glass Lewis	6.9/10
Institutional Shareholder Services (ISS) Quality Scores and Corporate Rating	Corporate ESG rating: C+ Quality Scores: Environment: 2 Social: 4 Governance: 3
Morgan Stanley Capital International (MSCI) ESG Rating	AAA
RE100 (Renewable Energy Initiative)	Member
S&P Corporate Sustainability Assessment (CSA) (formerly DJSI)	51/100
Sustainalytics	15.8 (Low Risk)
UN Global Compact	Member
World Business Council for Sustainable Development (WBCSD)	Member

Impact strategy assessment

Autodesk periodically conducts assessments that enhance our understanding of the broad range of issues addressed by our impact strategy and covered in this report. These activities are outlined below.

Priority issue assessment

In 2022, BSR conducted a priority issue assessment for Autodesk, building on a similar analysis in 2020. Through interviews with senior-level executives at the company, BSR analyzed the materiality of a broad range of social and environmental issues, based on the importance to external stakeholders and the influence on Autodesk's business success. This analysis determined the list at right of priority issues for the company.

Double materiality assessment

While some of the topics identified within previous priority assessments may not rise to a material[1] level under the new ESRS framework and requirements, we will continue to evaluate how we share information with our stakeholders as the world shifts from a voluntary to a regulatory sustainability reporting space.

Priority issue	Description
Collaborative industry partnerships for sustainability	Involvement in collaborative industry initiatives can help broadly advance the role of information and communications technologies (ICT) in sustainable development and provide an opportunity to use Autodesk products for sustainability outcomes. Related content: Employee engagement in impact
Company energy use and climate change	This refers to energy use associated with Autodesk's operations (buildings, data centers, and telecommunications networks) and supply chain (Scopes 1, 2, and 3). This includes efforts to promote energy efficiency and the use of low-carbon energy but is exclusive of the use of Autodesk products or services. Related content: Sustainable business practices
Data protection and security	This entails efforts to ensure that the manner in which data are captured, stored, and transferred is protected from unwanted parties. It includes efforts to ensure information is being collected, analyzed, used, and shared in a manner that upholds customers' right to privacy. Related content: Trust
Digital inclusion and access	This refers to efforts to provide people with greater access to the digital economy, as well as efforts to make Autodesk's products and services more easily accessible to its customers (for example, making tools more accessible on mobile devices or remote jobsites). This includes Autodesk's role in promoting policies that enable connectivity for all, as well as the provision of inclusive products, services, and technologies to enable greater accessibility. Related content: Workforce readiness; Autodesk Foundation: Work & Prosperity
Global culture	This includes efforts to create a workplace where all employees are treated fairly and without discrimination, where a wide range of nationalities and cultures are represented, and where there are equal professional opportunities and benefits for employees. This includes efforts to ensure our hiring practices are fair, objective, and competitive while casting a wide net for talent. We also enable our global workforce to manage their health, well-being, and ability to communicate and collaborate effectively across regions, fueling retention and engagement, and unlocking higher performance and innovation. Related content: Global culture; Resilience and well-being; Learning and talent development
Product energy efficiency	This includes efforts to increase the energy efficiency of Autodesk products, as well as enabling customers to reduce their energy use. Relative to tech solutions for climate challenges, this issue is focused on helping customers reduce their own energy footprint through the use of Autodesk's products (such as reducing the amount of energy required to use Autodesk's tools). Related content: Architecture, Engineering, Construction & Operations; Product Design & Manufacturing; Media & Entertainment
Responsible product use	This addresses the improper use (directly or indirectly) of Autodesk's products by individuals, groups, or entities (for example, rogue states) who may use products and services to infringe on human rights or otherwise contravene Autodesk's sustainability goals. Related content: Trust; Human rights
Technology solutions for climate challenges	This entails developing products, services, and technologies that enable Autodesk's customers to solve climate-related challenges, inclusive of both climate mitigation and climate resilience challenges. Relative to product energy efficiency, this issue is more focused on larger societal challenges, such as building decarbonization and resilience to heat waves and flooding. Related content: Architecture, Engineering, Construction & Operations; Product Design & Manufacturing; Media & Entertainment

Data summary

Greenhouse gas emissions[1]	FY24	FY25	FY26
Total greenhouse gas (GHG) emissions [metric tons CO_2e] (market-based)[2]	155,000	155,000	190,400
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e][3]	555	1,080	963
Scope 2: Market-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e][4]	372	7	19
Scope 2: Location-based: Indirect emissions from the use of purchased electricity, steam, heating, and cooling [metric tons CO_2e][5]	8,160	7,150	6,136
Scope 3: Total [metric tons CO_2e] (market-based)[6]	154,000	154,000	189,400
Scope 3: Upstream [metric tons CO_2e][7]	154,000	154,000	189,200
Purchased goods and services[8]	90,200	92,800	127,400
Capital goods[9]	6,690	8,580	10,050
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)[10]	0	1,660	1,419
Transportation and distribution[11]	4,220	874	584
Waste generated in operations[12]	625	147	382
Business travel (SAF applied)[13]	46,500	45,100	42,960
Employee commuting[14]	5,830	4,660	6,384
Leased assets[15]	94	0	0
Scope 3: Downstream [metric tons CO_2e][16]	0	241	247
Leased assets[17]	0	241	247

1. The GHG emissions data in this table represent all categories relevant to Autodesk's GHG emissions footprint under our operational control boundary.
2. Scope 1 and Scope 3 Categories 2, 4, and 5 are calculated using the Greenhouse Gas Protocol. Scope 2 and Scope 3 Category 3 are calculated using the Greenhouse Gas Protocol market-based accounting method. Scope 3 Categories 1, 6 (with sustainable aviation fuel), 7, and 13 are calculated using Autodesk-specific criteria by applying the GHG Protocol market-based accounting principles to electricity-related emissions in those categories. Apex assured Autodesk's FY24 and FY26 GHG emissions (view FY24 and FY26 assurance statements). EY assured Autodesk's FY25 GHG emissions (view FY25 assurance statement).
3. Scope 1 includes emissions from fleet, heating fuels combusted on site, and refrigerant leakage in facilities. Emissions from refrigerant leakage were first included in Scope 1 in FY25. Although in FY24 some natural gas–related emissions were categorized in Scope 2, starting in FY25 all natural gas-related emissions were categorized in Scope 1.
4. Scope 2 includes emissions related to electricity consumption in facilities and co-located data centers, electricity used for electric vehicles, and energy consumption from district heating in facilities. Electricity-related emissions are calculated using the market-based accounting method, which considers the purchase of renewable energy credits and supplier-specific emission factors. Starting in FY25, no natural gas–related emissions are included in Scope 2, and emissions related to electric vehicles are included in Scope 2.
5. Scope 2 includes emissions related to electricity consumption in facilities and co-located data centers, electricity used for electric vehicles, and energy consumption from district heating.
6. FY26 location-based total Scope 3 emissions are 201,300 metric tons CO_2e.
7. Starting in FY25, this figure is the sum of Scope 3 Categories 1–7. In prior years, leased equipment was included in Upstream leased assets. Starting in FY26, leased equipment is included in Scope 3 Category 1: Purchased goods and services. FY26 location-based upstream Scope 3 emissions are 200,500 metric tons CO_2e.
8. These emissions are calculated using industry-specific GHG emission factors in conjunction with Autodesk's spend. Cloud computing emissions are included in this category and calculated using Watershed's cloud methodology. For FY26, all reported spend-based data use US EPA supply chain GHG emission factors v1.3. Starting in FY25, this figure includes emissions from leased equipment, which were previously included in "Upstream leased assets". In FY26, Autodesk purchased EACs for electricity consumption related to flagship events and third-party cloud servers when server type and location information was available. The market-based Scope 3 figure takes into account renewable electricity purchases as well as supplier renewable electricity. FY26 location-based emissions in this category are 130,800 metric tons CO_2e.
9. These emissions are calculated using industry-specific GHG emission factors in conjunction with Autodesk's spend. All reported spend-based data use US EPA supply chain GHG emission factors v1.3.
10. All electricity-related emissions are calculated using the market-based accounting method. Well-to-tank GHG emissions for electricity are included starting in FY25. FY26 location-based emissions in this category are 2,127 metric tons CO_2e.
11. Includes emissions associated with transportation and warehousing, calculated using a spend-based approach. Estimated emissions related to product downloads were included in FY24, but excluded beginning in FY25 due to low volume and outdated calculation methodology.
12. Includes emissions related to waste from major conferences and facilities. FY25 and FY26 office waste data are estimated based on the number of employees on-site per month, using CalRecycle benchmarks, per Watershed's waste estimation methodology. Office waste data for prior years were estimated based on square footage. All conference waste data are provided by event vendors.
13. These emissions are calculated using travel itinerary data and supplier data. Beginning in FY25, corporate jet travel emissions are incorporated into this category. Data for all years stated reflect GHG emissions reductions from sustainable aviation fuel (SAF) purchases (including a reduction of 1,102 metric tons CO_2e in FY26). Prior to FY25, this category included estimated air travel-related emissions for all non-Autodesk employees at Autodesk conferences. Starting in FY25, these emissions were omitted to better align with GHG protocol guidance. FY26 location-based emissions in this category are 44,060 metric tons CO_2e.
14. Includes emissions from employee commutes to Autodesk offices as well as home energy consumption related to remote work. All electricity-related emissions are calculated using the market-based accounting method, and EACs are applied to remote work electricity consumption. In FY24, a commuting survey was conducted to collect primary data on employees' commute patterns and modes of transportation. In FY26, these survey findings were used to calculate GHG emissions for commuting in combination with Watershed's methodology. FY26 location-based emissions in this category are 12,510 metric tons CO_2e.
15. In previous years, spend-based emissions for leased equipment were included in Upstream leased assets. Starting in FY25, emissions related to all leased equipment are included in Purchased goods and services.
16. Starting in FY25, this includes Scope 3 Category 13.
17. Includes emissions from subleased office spaces related to electricity and refrigerants. EACs are applied to electricity consumed in these spaces. Prior to FY25, Downstream leased assets were categorized in Upstream leased assets. FY26 location-based emissions in this category are 813 metric tons CO_2e.

Other sustainability metrics	FY24	FY25	FY26
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	28	25	26
GHG emissions intensity [metric tons CO_2e/employee][1]	11	10	13
GHG emissions intensity [metric tons CO_2e/1,000 active square feet][2]	80	96	126
Energy use [MWh]	60,500	85,500	119,800
Direct energy use (Scope 1)[3]	2,330	2,840	2,422
Indirect energy use (Scope 2)[4]	23,300	20,000	17,530
Other indirect energy use (Scope 3)[5]	34,900	62,700	99,820
Applied energy attribute certificates (for all indirect energy use) [MWh][6]	80,800	46,700	39,050
Renewable electricity [as a percent of total indirect energy use from electricity][7]	100%	100%	100%
RE100 commitment [percentage achieved][8]	100%	100%	100%
Biogenic emissions [metric tons CO_2](location-based)[9]	–	1,200	1,236
Biogenic emissions [metric tons CO_2] (market-based)[9]	–	2,090	1,557
Applied GHG emission offsets from other projects [metric tons CO_2e][10]	155,000	155,000	190,400
Applied GHG emission offsets [as a percent of total Scope 1, 2, and 3 market-based GHG emissions][10]	100%	100%	100%
Number of facilities with LEED certifications[11]	9	9	13
Percentage of facility square footage with LEED certifications[12]	15%	18%	44%
Waste generation [metric tons][13]	2,900	480	806
Landfill diversion rate[14]	68%	16%	12%
Environmental violations and fines[15]	0/$0	0/$0	0/$0

1. Starting in FY26, employee count includes regular employees, fixed-term employees, and interns. Prior to FY26, fixed-term employees and interns were excluded.
2. Total active square footage that contributed to Autodesk's Scope 1, 2, and 3 emissions decreased 7% from FY25 to FY26.
3. Direct energy use (Scope 1) includes natural gas, other heating fuels, and mobile fuel.
4. Indirect energy use (Scope 2) includes electricity from facilities and co-located data centers, purchased heating, and electric vehicle use.
5. Other indirect energy use (Scope 3) includes electricity and non-electricity energy consumption related to co-located data centers, subleased facilities, remote workers, fuel and energy-related activities (FERA), event venues, and third-party cloud servers.
6. In FY26, Autodesk purchased renewable electricity for electricity consumption related to our facilities, data centers, remote workers, transmission and distribution losses, event venues, and third-party cloud servers (when information on server type and location is available).
7. We cover 100% of our Scope 2 electricity consumption with renewable electricity through VPPAs, EAC purchases, and supplier renewable electricity. The FY26 non-rounded figure is slightly less than 100% because it is not technically feasible for Autodesk to source renewable electricity in South Korea.
8. South Korea is excluded from Autodesk's FY26 RE100 consumption in alignment with RE100 exclusion provisions, because it is not technically feasible for Autodesk to source renewable electricity in South Korea.
9. In alignment with the Greenhouse Gas Protocol, biogenic CO_2 emissions from the combustion of biomass are not included in Scope 1, 2, or 3, but Autodesk calculates and reports these emissions separately. Autodesk did not calculate biogenic emissions prior to FY25.
10. For more information, see Autodesk's California AB1305 disclosure.
11. As of January 31, 2026, Autodesk had LEED-certified facilities in Vancouver, Canada; Beijing, China; Bangalore, India; Dublin, Ireland; Tel Aviv, Israel; Chapultepec, Mexico; Krakow, Poland; and Atlanta, Boston, Denver, Plano, and San Francisco (Landmark and Pier 9 offices), United States.
12. Denominator is total active square footage across facilities that contribute to Scope 1 and Scope 2 GHG emissions.
13. Includes waste from major conferences and facilities. Starting in FY25, waste data from facilities are estimated based on the number of employees on-site per month, using Watershed's waste estimation methodology.
14. Starting in FY25, data are estimated using Watershed's waste estimation methodology.
15. Autodesk did not receive any significant environmental violations, defined as violations that incur significant monetary fines or nonmonetary sanctions.

Employees		FY24	FY25	FY26
Number of employees[1]		13,900	15,300	14,300
Regional breakdown of employees [percent of employees][2]	Americas	50.9%	49.9%	48.4%
	Asia Pacific	27.1%	27.3%	28.0%
	Europe, Middle East, Africa	21.9%	22.8%	23.6%
	Total turnover [percent of employees][3]	9.1%	8.3%	16.2%
	Voluntary turnover [percent of employees][3]	4.6%	4.5%	5.1%
	Employee engagement [score from 1–100][4]	83	83	82
	Training budgeted per employee globally, approximate [US$][2]	$1,132	$1,176	$1,320
Incident rates[5]	Recordable injury/illness rate	0.06	0.13	0.09
	Days away, restrictions, and transfers (DART) rate	0.05	0.27	0.07
Fatalities		0	0	0
Gender diversity[2]				
Board	Male	54.5%	61.5%	72.7%
	Female	45.5%	38.5%	27.3%
	Choose not to state	0.0%	0.0%	0.0%
Leadership[6]	Male	65.3%	67.1%	61.9%
	Female	34.7%	32.9%	38.0%
	Choose not to state	0.0%	0.0%	0.1%
Tech workforce[7]	Male	75.8%	76.0%	–
	Female	24.2%	23.9%	–
	Choose not to state	0.0%	0.1%	–
Sales workforce[8]	Male	68.0%	69.2%	69.9%
	Female	32.0%	30.8%	30.1%
	Choose not to state	0.0%	0.0%	0.0%
Workforce hired in last 12 months[9]	Male	62.2%	63.6%	65.6%
	Female	37.7%	36.3%	34.4%
	Choose not to state	0.1%	0.2%	0.0%
US ethnic diversity[2]				
US workforce	White	59.3%	58.9%	58.6%
	Asian	25.4%	26.1%	25.9%
	Hispanic or Latino	7.4%	7.6%	7.6%
	Black or African American	3.9%	4.1%	4.0%
	Native American or Alaska Native	0.3%	0.3%	0.4%
	Native Hawaiian or Pacific Islander	0.2%	0.3%	0.2%
	Two or more races	2.6%	2.6%	2.7%
	Not specified	0.9%	0.0%	0.6%
US leadership[6]	White	67.7%	67.1%	64.9%
	Asian	22.7%	25.5%	23.9%
	Hispanic or Latino	2.9%	2.1%	3.6%
	Black or African American	2.9%	4.1%	4.0%
	Native American or Alaska Native	0.6%	0.4%	0.4%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	1.8%	0.8%	2.4%
	Not specified	1.4%	0.0%	0.8%
US tech workforce[7]	White	48.8%	48.6%	–
	Asian	41.6%	43.0%	–
	Hispanic or Latino	4.5%	4.2%	–
	Black or African American	1.9%	1.9%	–
	Native American or Alaska Native	0.0%	0.0%	–
	Native Hawaiian or Pacific Islander	0.0%	0.0%	–
	Two or more races	2.1%	2.1%	–
	Not specified	1.0%	0.0%	–
US sales workforce[8]	White	77.2%	78.3%	79.9%
	Asian	3.9%	4.4%	4.7%
	Hispanic or Latino	8.5%	9.3%	8.4%
	Black or African American	6.7%	5.8%	4.2%
	Native American or Alaska Native	0.7%	0.8%	0.8%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
	Two or more races	1.8%	1.4%	1.8%
	Not specified	1.1%	0.0%	0.2%
US workforce hired in last 12 months[9]	White	49.0%	52.5%	56.7%
	Asian	30.4%	26.3%	24.1%
	Hispanic or Latino	7.1%	8.6%	8.2%
	Black or African American	9.6%	7.7%	5.1%
	Native American or Alaska Native	0.4%	0.6%	0.0%
	Native Hawaiian or Pacific Islander	0.4%	0.7%	0.4%
	Two or more races	3.0%	3.0%	2.6%
	Not specified	0.2%	0.6%	2.9%

1. Data are as of the end of the fiscal year noted. FY24 data include regular employees only, but exclude fixed-term employees and interns. FY25 and FY26 data include regular employees, fixed-term employees, and interns.
2. Data are as of the end of the fiscal year noted. Includes regular employees only. Fixed-term employees and interns excluded.
3. Data are as of the end of the fiscal year noted. Includes regular employees only; fixed-term employees and interns are excluded. For FY26, turnover metrics omit restructuring-related exits associated with the restructuring plan; impacted employees remain in the average headcount.
4. Represents the average employee engagement score over two pulses during a given fiscal year. The engagement score is on a scale of 1 to 100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis. FY26 corresponds to calendar year 2025, and so forth.
5. In accordance with the U.S. Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates. Data reflect injuries and illnesses at all sites worldwide, and are reported on a calendar year basis.
6. Leadership as defined as director and above roles.
7. Data for the tech workforce are not available for the current reporting year due to ongoing development of the identification methodology. Prior year numbers were based on Radford categorization.
8. Sales workforce as defined according to commission eligibility.
9. Regular employee hires via external hiring and mergers and acquisitions.

Top 10 countries by number of employees, FY26[1]	Number of employees	Percentage of total employees
United States of America	4,880	34.1%
India	2,240	15.7%
Canada	1,800	12.6%
United Kingdom	720	5.0%
Spain	690	4.8%
Singapore	630	4.4%
China	385	2.7%
Germany	370	2.6%
Japan	345	2.4%
Poland	310	2.2%
Remaining employees	1,930	13.5%
Total	14,300	100%

Gender diversity by employee type, FY26[2]		Number of employees by type	Percentage of employees by type
Permanent[3]	Male	9,190	65.1%
	Female	4,925	34.9%
	Choose not to state	5	0.0%
	Total	14,120	100%
Temporary[4]	Male	120	66.7%
	Female	55	30.5%
	Choose not to state	5	2.8%
	Total	180	100%
Non-guaranteed hours[5]	Male	0	0.0%
	Female	0	0.0%
	Choose not to state	0	0.0%
	Total	0	0.0%
Non-employee[6]	Male	70	1.3%
	Female	50	1.0%
	Choose not to state	5,040	97.7%
	Total	5,160	100%

1. Data are as of the end of the fiscal year noted. Includes regular, fixed term employees, and interns.
2. Data are as of the end of the fiscal year noted.
3. Permanent employees are individuals in regular or indefinite positions who are employed directly by the company without a predetermined end date.
4. Temporary employees are individuals who work for and are paid directly by the company for a defined period of time. This includes individuals employed in positions subject to 'Fixed Term Employment Agreements' and interns.
5. Autodesk does not employ workers with non-guaranteed hours.
6. Non-employees are contingent workers who are not employed directly by the company and are engaged through third-party or independent arrangements. This population includes agency temps, independent contractors, and workers provided by outside service providers.

Philanthropy	**FY24**	**FY25**	**FY26**
Autodesk, Inc. and Autodesk Foundation monetary contributions [US$][1]	$37,800,000	$28,800,000	$38,800,000
Company product donations [US$][2]	$42,000,000	$48,300,000	$50,000,000
Employee giving [US$]	$2,600,000	$2,600,000	$2,500,000
Foundation match of employee giving of time and money and employee program donations [US$] (also included in the "Autodesk, Inc. and Autodesk Foundation monetary contributions" line above)	$2,700,000	$2,800,000	$2,800,000
Employee volunteer hours[3]	22,600	30,400	28,700
Employee Pro Bono Consulting volunteer hours (donated to nonprofits and impact-related start-ups)	1,840	2,510	5,010

Autodesk Foundation impact metrics	**2023**	**2024**	**2025**
Energy & Materials			
Metric tons CO_2e emissions reduced[4]	255,000	880,000	2,000,000
Health & Resilience			
Individuals reached[5]	109,400,000	14,100,000	28,300,000
Metric tons CO_2e emissions reduced[4]	2,000,000	550,000	770,000
Individuals obtained new or improved jobs (annual)[6]	4,100	1,100	–
Work & Prosperity			
Individuals obtained quality jobs[7]	8,800	170,000	438,000
Individuals reached[8]	62,300	1,300,000	1,700,000
Certifications and credentials facilitated[4]	3,500	5,700	28,000

1. Data reflect combined monetary giving from Autodesk, Inc., and the Autodesk Foundation in Fiscal Year 2026.
2. Autodesk calculates its product donations at commercial value. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community.
3. Data exclude Pro Bono Consulting volunteer hours.
4. Based on data that were self-reported by portfolio organizations.
5. This metric represents individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and economic development. Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during the year noted.
6. As of 2025, we are no longer collecting data on new or improved jobs from organizations in the H&R portfolio. The focus for this portfolio is on broader economic advancement, which we captured through qualitative responses.
7. This metric aggregates self-reported job outcomes. It includes direct job placements, new hires, apprenticeships, and employment following training programs, as well as improvements in existing roles such as promotions, higher wages, or expanded responsibilities. Improvements in existing roles can take place directly or through partnerships with employers that enhance benefits/service delivery.
8. This metric represents individuals reached with solutions in workforce development. Cumulative data from organizations, since their inception, that were a part of the Autodesk Foundation portfolio during the year noted.

Sustainability Accounting Standards Board index

Topic	Reference Code	Metric	Response
Environmental Footprint of Hardware Infrastructure	SASB TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data summary: Greenhouse gas emissions; Data summary: Other sustainability metrics
	SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Our carbon footprint
Data Privacy and Freedom of Expression	SASB TC-SI-220a.1	Policies and practices relating to behavioral advertising and user privacy	Autodesk Privacy Statement; Autodesk Cookie Statement
	SASB TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Autodesk Annual Reports
	SASB TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Autodesk Trust Center: Autodesk data protection and privacy
	SASB TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Autodesk Trust Center: Autodesk data protection and privacy
Data Security	SASB TC-SI-230a.1	Security incidents	Autodesk Trust Center: Autodesk incident response
	SASB TC-SI-230a.2	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Autodesk Trust Center
Recruiting and Managing a Global, Diverse, and Skilled Workforce	SASB TC-SI-330a.1	Regional breakdown of employees	Data summary: Employees
	SASB TC-SI-330a.2	Employee engagement	Data summary: Employees
	SASB TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) leadership, (2) tech workforce, and (3) sales workforce	Data summary: Employees
IP Protection and Competitive Behavior; Managing Systemic Risks	SASB TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Disclosed in annual Form 10-K if material
	SASB TC-SI-550a.1	Status of Autodesk Cloud Services	Autodesk Cloud Services Health Dashboard
	SASB TC-SI-550a.2	Business continuity risks related to disruptions of operations	Autodesk's Global Business Resiliency Program seeks to: Protect the business and people from threats to our operations such that critical business functions may incur an unacceptable interruption caused by: • Impact to personnel • Impact to systems, applications, and data • Impact to or loss of key vendors • Impact to our facilities • Regional events such as natural or man-made disasters, acts of war, or terrorism • Long-term occurrences, such as pandemics Protect shareholders from threats to company reputation related to any of the incidents listed above.

Other sustainability reporting frameworks

UN Global Compact

In 2011, Autodesk endorsed the United Nations (UN) Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption.

In 2015, Autodesk also endorsed Caring for Climate—an initiative led by the UN Global Compact, the UN Environment Programme, and the secretariat of the UN Framework Convention on Climate Change—aimed at advancing the role of business in addressing climate change. Information about Autodesk's progress against the Caring for Climate commitments can be found in the Sustainable business practices and Our carbon footprint sections and in the company's CDP Climate Change disclosure.

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide an important framework to drive social, environmental, and economic progress globally. Although Autodesk addresses all 17 goals to varying degrees, we focus particularly on the goals at right to maximize our positive impact with our customers and through our products, operations, and philanthropic activities.

Task Force on Climate-related Financial Disclosures

Autodesk aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) by reporting on the company's climate-related governance, strategy, risk management, and metrics and targets. For more detail, see the Autodesk FY26 TCFD Report.

SDG	Description
	Autodesk helps customers worldwide address a broad range of water-related issues and increase the resilience of global water infrastructure. Through the Autodesk Foundation, we support nonprofits and start-ups working to improve access to fresh drinking water in remote communities. Customer stories: Controlling stormwater and saving money in Toronto; Advancing hydraulic modeling at scale; Rethinking water access Learn more: Architecture, Engineering, Construction & Operations: Water, resilience, and nature-based solutions; Autodesk Foundation: Health & Resilience
	We are committed to sourcing 100% renewable electricity[2] in our operations, and to helping customers develop buildings, infrastructure, and products that are energy efficient and accelerate the use of clean energy. Complementing these efforts, we support nonprofits and start-ups working to expand access to renewable energy. Customer stories: Autodesk's first VPPA in Europe; Transforming classic cars into clean EVs; Inside the design and construction of the future of nuclear energy Learn more: Sustainable business practices; Architecture, Engineering, Construction & Operations; Autodesk Foundation: Energy & Materials
	We invest in our employees, customers, and communities to put people at the center of the future of work transformation. Our culture of belonging, which provides all employees opportunities to contribute and succeed, unites us in our shared mission to design and make a better world for all. Customer stories: Supporting Kheyti to reach one million farmers; Enabling artistic freedom through production efficiency; Transforming Appalachia into a solar haven for its people Learn more: Global culture; Resilience and well-being; Learning and talent development; Workforce readiness; Autodesk Foundation: Work & Prosperity
	We collaborate with customers, nonprofits, and start-ups to create infrastructure designed to better withstand natural disasters and the impacts of climate change, and products, buildings, and entire cities that foster healthy and resilient communities. Customer stories: How DFW International Airport harnesses data for better capital planning and maintenance; Redefining digital innovation and sustainable design; Preserving the past, enabling the future with digital twins Learn more: Architecture, Engineering, Construction & Operations; Autodesk Foundation: Health & Resilience
	Urban centers will play a pivotal role in sustainability in the coming decades, as populations continue to swell. We collaborate with customers to design, build, and maintain more sustainable, safe, and resilient cities, and we support nonprofits and start-ups to drive innovation in this area. Customer stories: Building new communities that connect to the natural and cultural landscape; How data is the key to designing resilient communities; Advancing disaster response through AI-enabled housing delivery Learn more: Architecture, Engineering, Construction & Operations; Autodesk Foundation: Energy & Materials; Autodesk Foundation: Health & Resilience
	We are working to drive progress toward a future with minimal pollution and waste, where materials maintain value while cycling through a circular economy. We equip our customers, nonprofits, and start-ups to better understand the impact of design and make decisions on materials use, supporting them to make choices that benefit their companies, communities, and the world. Customer stories: Reimagining mining waste as a structural resource Learn more: Architecture, Engineering, Construction & Operations; Product Design & Manufacturing; Autodesk Foundation: Energy & Materials
	Autodesk compensates for 100% of residual carbon emissions for Scopes 1, 2, and 3 annually, and we are driving progress toward new science-based GHG emissions reduction targets. We collaborate with customers, nonprofits, and start-ups to develop innovative solutions and help tackle climate change. Customer story: Twelve and Autodesk; AI for net zero buildings Learn more: Sustainable business practices; Architecture, Engineering, Construction & Operations; Product Design & Manufacturing; Media & Entertainment; Autodesk Foundation: Energy & Materials; Autodesk Foundation: Health & Resilience

Sustainability-enabling solutions (AECO)

Autodesk solutions for architecture, engineering, construction, and operations enable our customers to achieve more sustainable outcomes by utilizing insights and optimizing efficiencies from the earliest stages of design and allowing data to flow across the project lifecycle. These solutions help our customers address challenges associated with energy and carbon reduction, climate adaptation, water management, materials use, and waste reduction.

Building design and engineering	• Design high-performance buildings
	• Optimize for total carbon in early planning and detailed design stages
	  • Reduce embodied carbon through design and material specification
	  • Conduct energy analysis at key project stages
	  • Optimize HVAC system design
	• Use clash detection during design to reduce waste in construction
	• Plan for smart decommissioning and materials recovery
	• Improve structural material efficiency
	• Optimize site planning with AI to make informed choices around daylight, noise, sun, and wind
	• Help mitigate the urban heat island effect with microclimate analysis

Infrastructure	• Plan and design infrastructure for resilience and adaptation to climate change • Visualize projects in context of the surrounding built and natural conditions • Import GIS data to design with local contextual data for more efficient and sustainable project outcomes • Understand and verify existing conditions and as-built assets to gain insights and make better decisions in the planning phase • Perform simulations to assess environmental and social impacts of designs • Conduct traffic flow and mobility impact studies • Evaluate scenarios for grading optimization to minimize material waste and optimize movement of dirt • Optimize outcomes for inland and coastal flooding projects • Manage bioretention and green stormwater infrastructure • Reduce roadway embodied carbon and natural resource inputs • Optimize water drainage network and pipes to mitigate flooding • Turn stormwater into a resource by designing sustainable urban drainage reservoirs for water reuse • Forecast storm and sewer surge events to help ensure safety during construction • Model water distribution systems to ensure clean drinking water reaches end users • Model and simulate sewer collection, wastewater treatment plants, and other water quality–related systems • Use real-time, actionable insights to enhance water service reliability • Help prepare for emergencies and maintenance schedules • AI optimization for energy, chemical, and water use reduction at water and wastewater treatment plants
Construction	• Reduce embodied carbon through low-carbon material procurement • Minimize waste in mechanical, electrical, and plumbing fabrication and installation • Improve flow, reduce waste, and drive continuous improvement with end-to-end lean construction technology • Seamlessly integrate prefabrication into projects • Help improve worker health and safety • Avoid rework and prevent waste by always working from the right plans and documents • Increase precision to maximize built performance
Operations	• Connect BIM data with operational data, including sensor inputs, to create digital twins of built assets • Monitor building systems in near real time to detect issues early and extend the lifespan of assets • Benchmark actual energy usage against design targets to identify inefficiencies and drive energy savings • Analyze performance trends over time to uncover long-term opportunities for operational improvements and maintenance cost reduction • Improve occupant services and engagement, deliver safer, more secure environments, and optimize workspace utilization • Integrate asset design information with operations processes to reduce equipment failure and maintenance costs

Sustainability-enabling solutions (PD&M)

Autodesk solutions for product design and manufacturing enable our customers to achieve more sustainable outcomes by utilizing insights and optimizing efficiencies from the earliest stages of design and allowing data to flow across the project lifecycle. These solutions help our customers address challenges associated with energy consumption, emissions reduction, materials use, and waste reduction.

Material impact and circularity	• Improve materials efficiency, create lighter products, and reduce waste with generative design • Consolidate components for easier assembly/disassembly and reduced inventory with generative design • Explore and select sustainable materials with generative design • Nest parts to optimize flat-sheet cutting, reduce material waste, and support efficient 3D printing • Optimize additive manufacturing print settings for materials efficiency and quality, and minimize waste • Minimize waste by repairing parts with hybrid manufacturing • Analyze tolerances to increase quality and reduce scrap • Reduce redundant part creation or ordering through geometric duplicate detection and part standardization • Reduce machining cost and waste while maintaining proper fit with tolerance analysis • Design for durability with enhanced FEA simulations
Operational efficiency and smart manufacturing	• Plan and validate factory layouts to optimize production performance and resource use • Analyze energy consumption and carbon impact of factory layouts to support more sustainable design decisions • Design, simulate, and create energy-efficient electronics and machines with electronics and electronic cooling simulation • Reduce energy use in production by optimizing machine runtime and cooling cycles for injection molding
Supply chain resilience	• Audit suppliers to help ensure product quality and compliance • Increase quality through failure analysis and reports • Comply with regulations with materials and supplier declarations

Sustainability-enabling solutions (M&E)

Autodesk solutions for media and entertainment enable more sustainable production by improving efficiency across compute-intensive workflows, connecting teams and data, and reducing unnecessary resource use throughout the content creation lifecycle. By streamlining collaboration, optimizing rendering, and utilizing AI-driven automation, studios conserve resources, while gaining time back to focus on what they do best—creating compelling art.

Connected workflows	• Connect global teams, assets, and workflows to enable seamless coordination across distributed productions • Use integrated data standards such as OpenUSD to improve collaboration within and across organizations • Capture, review, and share production footage in real time across locations to accelerate decision making and reduce delays • Manage assets, resources, schedules, and feedback in a centralized environment to improve visibility and reduce duplication of work
Cloud computing and rendering	• Optimize rendering performance to reduce compute intensity and energy consumption • Accelerate rendering and simulation times to shorten production cycles and iteration loops • Scale compute resources efficiently using cloud-based workflows to avoid overprovisioning and idle infrastructure
AI and advanced features	• Enable virtual, direction-based character animation that reduces reliance on resource-intensive motion capture setups, lowering production overhead and associated resource use • Improve animation quality earlier in the process, reducing the need for rework and re-rendering • Automate production planning and optimize resource allocation with Generative Scheduling to reduce idle time, bottlenecks, and wasted resources • Create reusable procedural asset graphs that can be used across scenes, shots, and productions, reducing rework, redundant compute, and improving overall pipeline efficiency

Endnotes

Overview

1. BloombergNEF, "BloombergNEF Finds Global Energy Transition Investment Reached Record $2.3 Trillion in 2025, Up 8% from 2024," January 2026, https://about.bnef.com/insights/clean-energy/bloombergnef-finds-global-energy-transition-investment-reached-record-2-3-trillion-in-2025-up-8-from-2024/
2. This is achieved in accordance with RE100 and GHG Protocol standards, through a combination of renewable electricity generated on-site, virtual power purchase agreements, and energy attribute certificates. See footnotes 7 and 8 on page 65 for information about exclusions.
3. Materiality in this context does not correspond to the term defined in securities law or other laws of the United States or other jurisdictions, nor its use in the context of financial reporting.

Model sustainability leadership

1. SBTi typically validates GHG emissions reduction targets on a five-year cycle.
2. This is achieved in accordance with RE100 and GHG Protocol standards, through a combination of renewable electricity generated on-site, virtual power purchase agreements, and energy attribute certificates. See footnotes 7 and 8 on page 65 for information about exclusions.
3. EPA.gov, "Acceptable Refrigerants and their Impacts," April 2026, https://www.epa.gov/mvac/acceptable-refrigerants-and-their-impacts
4. Scope 1 GHG emissions include emissions from Autodesk's fleet, heating fuels combusted on site, and refrigerant leakage in facilities. Scope 2 GHG emissions include emissions related to electricity consumption in Autodesk facilities and servers in co-located data centers, and district heat in facilities.
5. GHG emissions associated with the end-of-life of Autodesk's electronic equipment are not included in the company's GHG emissions footprint.
6. Scope 3 GHG emissions include indirect emissions in Autodesk's value chain, both upstream and downstream.
7. Based on Viva Glint Global Top 10% Benchmark as of June 2025.
8. Modern Health is not available in China due to technical restrictions.

Scale sustainability outcomes

1. Autodesk *2024 State of Design & Make* Special Edition, Spotlight on Sustainability: Attitudes, actions, and opportunities, Autodesk (2024), 3. https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/autodesk-state-of-design-make-spotlight-on-sustainability-2024-en.pdf
2. World Economic Forum, "Deep retrofits: how repurposing old buildings can mitigate climate change," February 2024, https://www.weforum.org/stories/2024/02/deep-retrofit-buildings-carbon-emissions-climate-change/
3. Reach reflects office locations or program reach of portfolio organizations.
4. Impact metrics are self-reported by portfolio organizations annually. In 2025, 76% of the portfolio reported.
5. Cumulative data from organizations, since their inception, that were a part of the portfolio in 2025.
6. We define a quality job as one that delivers financial security, a safe and healthy work environment, career growth, and meaningful agency and autonomy.
7. Architecture 2030, "Why the Built Environment?" https://www.architecture2030.org/why-the-built-environment/
8. World Bank Group, "Climate Shocks: Estimates of People Exposed, Vulnerable, and at High Risk" https://www.worldbank.org/en/topic/poverty/publication/people-exposed-to-vulnerable-to-and-at-high-risk-from-weather-shocks
9. Cumulative data from organizations, since their inception, that were a part of the Health & Resilience portfolio in 2025.
10. AGC, "Construction Workforce Shortages Are Leading Cause of Project Delays as Immigration Enforcement Affects Nearly 1/3 Of Firms," August 2025, https://www.agc.org/news/2025/08/28/construction-workforce-shortages-are-leading-cause-project-delays-immigration-enforcement-affects
11. European Union, Digital Skills and Jobs Platform, "European Year of Skills: Survey highlights skills shortages in SMEs," July 2024, https://digital-skills-jobs.europa.eu/en/latest/news/european-year-skills-survey-highlights-skills-shortages-smes?utm

Operate with integrity

1. This refers to Autodesk employees who were active as of February 19, 2025, and remained active through Q1FY26.

Appendix

1. Materiality in this context does not correspond to the term defined in securities law or other laws of the United States or other jurisdictions, nor its use in the context of financial reporting.
2. This is achieved in accordance with RE100 and GHG Protocol standards, through a combination of renewable electricity generated on-site, virtual power purchase agreements, and energy attribute certificates. See footnotes 7 and 8 on page 65 for information about exclusions.

Forward-looking statements

This report includes statements regarding future plans, expectations, beliefs, intentions and prospects that are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements may appear through the report and the words “may,” “believe,” “could,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “should,” “will,” “would,” “seeks,” “targets,” “looks for,” “looks to,” “continues” and similar expressions, as well as statements regarding our focus for the future, are generally intended to identify forward-looking statements. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. Factors that might cause or contribute to such differences include, but are not limited to, those discussed in the section titled “Risk Factors” of our Forms 10-K and 10-Q. Undue reliance should not be placed on these forward-looking statements, which speak only as of the date of this report. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.