Autodesk, Inc.

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Terms of disclosure for corporate questionnaire 2024 - CDP

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03/12/2025, 04:49 pm

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Autodesk is a leader in 3D design and make software. Customers across the manufacturing, architecture, engineering, building construction and operations, and media and entertainment industries use Autodesk software to design, visualize, simulate and make their ideas. Since its introduction of AutoCAD software in 1982, Autodesk continues to develop the broadest portfolio of state-of-the-art software for global markets. Autodesk provides the tools to help make a better world. Whether Autodesk customers workflows involve Building Information Modelling in architecture and construction or Digital Prototyping in automotive and manufacturing, Autodesk software enables a faster, more efficient, more iterative design and make process. With the information found in a digital model, designers and engineers can more quickly and accurately conduct analysis of their designs and interpret results. From the earliest stages of design or renovation, this leads to better-informed decisions for more efficient use of energy, water, materials and land, whether designing a building, a utility network, an engine, or a shoe. Autodesk is also invested in advancing education and the clean technology industry. Autodesk Inc. business groups provide direct funding for design and engineering programs and projects in their respective industries. For example, Autodesk Education Experiences division supports qualifying students, teachers, and academic institutions worldwide with free access to Autodesk software and online learning opportunities. The Autodesk Technology Impact Program helps accelerate innovation by donating world-class software to early-stage startups entrepreneurs and nonprofits in the social cleantech and environmental sectors to design visualize and simulate a more sustainable world. For the fourth year in a row, Autodesk neutralized its GHG emissions across its operations and entire value chain through the deployment of the Autodesk Carbon Fund. Autodesk first committed to neutralizing its GHG emissions across scopes 1, 2, and 3 on an annual basis, beginning in FY2021. In FY2022, Autodesk

set its second science-based GHG target. The SBTi validated these new GHG emissions reduction targets and determined that our fiscal year 2031 scope 1 and 2 target is aligned with the 1.5C trajectory. We were incorporated in California in April 1982 and were reincorporated in Delaware in May 1994. Our principal executive office is at One Market Street San Francisco, California, 94105.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	01/31/2024	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

5497000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

US0527691069

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

052769106

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

ADSK

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

069701282

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Mexico
☑ Norway
☑ Poland
☑ Sweden
☑ Turkey
☑ Ireland
☑ Romania
☑ Colombia
☑ Malaysia
☑ Portugal
☑ Singapore
☑ Costa Rica
☑ Netherlands
☑ New Zealand
☑ Philippines
☑ Hong Kong SAR, China
☑ United Arab Emirates
☑ United States of America
☑ Brazil
☑ Canada
☑ France
☑ Israel
☑ Jordan
☑ Croatia
☑ Czechia
☑ Denmark
☑ Finland
☑ Germany
☑ Thailand
☑ Viet Nam
☑ Argentina
☑ Australia
☑ Indonesia
☑ Switzerland
☑ Saudi Arabia
☑ South Africa
☑ Taiwan, China
☑ Republic of Korea

☑ United Kingdom of Great Britain and Northern Ireland

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Autodesk reviewed internal and external documentation to categorize its business activities and value creation methods as either upstream, internal, or downstream. [Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*Not material to our business.*

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

These time horizons reflect those used for purposes of our climate scenario analysis, which adhere to leading practices and TCFD guidance whereby each horizon is distinctly separate to facilitate a comparison of the exposure to, and potential impact of, climate-related risks and opportunities on our business strategy, financial planning, and overall financial performance. While we employ different time horizons for various purposes within the organization (e.g., ERM, FP&A), the time horizons reported above support our strategic and financial planning as it pertains to climate-related matters specifically, given that the potential impacts to our business are expected to occur over a longer period of time than do other traditional enterprise risks.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

These time horizons reflect those used for purposes of our climate scenario analysis, which adhere to leading practices and TCFD guidance whereby each horizon is distinctly separate to facilitate a comparison of the exposure to, and potential impact of, climate-related risks and opportunities on our business strategy, financial planning, and overall financial performance. While we employ different time horizons for various purposes within the organization (e.g., ERM, FP&A), the time horizons reported above support our strategic and financial planning as it pertains to climate-related matters specifically, given that the potential impacts to our business are expected to occur over a longer period of time than do other traditional enterprise risks.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

25

(2.1.4) How this time horizon is linked to strategic and/or financial planning

These time horizons reflect those used for purposes of our climate scenario analysis, which adhere to leading practices and TCFD guidance whereby each horizon is distinctly separate to facilitate a comparison of the exposure to, and potential impact of, climate-related risks and opportunities on our business strategy, financial planning, and overall financial performance. While we employ different time horizons for various purposes within the organization (e.g., ERM, FP&A), the time horizons reported above support our strategic and financial planning as it pertains to climate-related matters specifically, given that the potential impacts to our business are expected to occur over a longer period of time than do other traditional enterprise risks.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Other

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Market

☑ Changing customer behavior

Reputation

☑ Other reputation, please specify :Company reputation

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

In 2022, BSR conducted a materiality 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 ESG issues, based on the importance to external stakeholders and the influence on Autodesk's business success. This analysis determined the following list of priority issues for the company. Refer to FY24 Impact Report on page 104 for further information.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ National

(2.2.2.12) Tools and methods used

International methodologies and standards

☑ IPCC Climate Change Projections

Databases

☑ Other databases, please specify **:**Databases hosted by the International Institute for Applied Systems Analysis (IIASA) on behalf of the Integrated Assessment Modeling Consortium (IAMC).

Other

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Partner and stakeholder consultation/analysis

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Other acute physical risk, please specify **:**Extreme heat, extreme precipitation, severe convection storms

Chronic physical

☑ Other chronic physical driver, please specify **:**chronic temperature, chronic precipitation

Policy

☑ Carbon pricing mechanisms

☑ Other policy, please specify **:**Increased costs, due to exposure to climate-related regulations, carbon and energy costs

Market

☑ Changing customer behavior

Reputation

☑ Other reputation, please specify **:**Increased costs or decreased market share, due to customer perceptions of products and strategy

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

In FY2024, we expanded our examination of climate risks, opportunities, and impacts by engaging a third-party consultant to update our climate scenario analysis. To identify relevant climate-related risks and opportunities, we leveraged guidance from the TCFD and emerging climate-related regulations, industry insights, outcomes from our latest materiality assessment (Refer to FY24 Impact Report, page 104), and input from Autodesk leaders and subject matter experts. We applied our enterprise risk management (ERM) criteria to evaluate and prioritize the climate-related risks and opportunities for scenario analysis. Concurrently, we strengthened internal collaboration to pinpoint risks, opportunities, and impacts that are unique to each team. To understand the potential impact of a climate risk or opportunity, the Impact team collaborates with both external climate consultants and internal stakeholders to assess our current exposure to climate-related risks and opportunities. They also review existing controls and management mechanisms and analyze projected trends bi-annually. However, due to the systemic nature of climate change and its intensifying global impacts, we are continuing to monitor and manage both climate-related risks and opportunities. In all areas of risk identification and assessment, our ERM methodology is employed to assess the relative significance of all enterprise risks identified and prioritize accordingly for further risk management. In 2021, Autodesk worked with BSR to conduct an analysis to stress-test the company's business strategy against a set of three climate scenarios to improve our understanding of possible implications for our long-term business and sustainability objectives. To begin, the team interviewed internal stakeholders across Autodesk to identify key environmental, social, economic, political, and technological trends shaping the company's future operating context. Research deepened our understanding of these and related trends. We then tailored three publicly available 2030 climate scenarios developed for the We Mean Business coalition, to reflect industry and geographic trends relevant to Autodesk. These scenarios—ranging from 1.5C to 4C of temperature increase—illustrate plausible transition and physical risks. Through a workshop with internal Autodesk stakeholders across multiple business functions, we identified the potential risks and opportunities for each climate scenario and tested our business strategy against different future possibilities. Based on those insights, we discussed ideas to enhance Autodesk's resilience, refine our business strategy, and manage climate-related risks. This exercise has enabled our team to further implement the recommendations of the Task Force on Climate-related Financial Disclosures. This analysis has also facilitated a fundamental change in Autodesk's approach to our Enterprise Risk Management (ERM) program, as outlined above. Effective with our FY2023 assessment, the ERM process considers how climate impacts within our ESG framework could affect and potentially amplify the overall significance of each identified risk and opportunity.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Impacts

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Every two years

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Internal company methods

☑ Other enterprise risk management, please specify :Workiva

Other

☑ Desk-based research

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to international law and bilateral agreements

Market

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

Autodesk has an Enterprise Risk Management (ERM) program in place to identify and assess key risks, including some related to ESG, that may impede the achievement of strategic priorities and to improve or create business resiliency and strategic advantage. Our ERM program is used as a platform to identify approximately 20 enterprise-level risks that could impact the company's ability to realize our strategic objectives over a 24-month horizon. Risks considered may apply to Autodesk's direct operations as well as external factors. We perform a bi-annual assessment with participation from our most senior leaders across all business functions, as well as our Board of Directors and CEO staff. We assess each risk based on qualitative and quantitative criteria to determine the risk's potential impact, and Autodesk's vulnerability to the risk. We then calculate a cumulative score to determine, with CEO-Staff & the Board of Directors, the top risks for mitigation and monitoring. Those top risks are approved by the Board. Detailed risk mitigation plans are then prepared and updated for each of the top risks to describe criteria such as risk amplifiers, root causes, existing control mechanisms, risk consequences, and a target state definition of success. We then develop action plans to articulate key programmatic initiatives that will better mitigate the potential impacts of each risk. These plans and strategies (and related updates) are shared with the Board every six months. A Risk Working Group has also been established consisting of compliance and operational risk leaders throughout the organization to meet quarterly, to discuss existing and emerging risks, and provide inputs into the risks included in each ERM assessment. Additional sources of information for identifying risks include Autodesk's internal strategic intent and initiative documents, business model descriptions, annual and quarterly reports, proxy and other externally disclosed risk factors, discussions with operational risk owners and with the Working Group, networking, and external advisors/professional publications.

Row 4

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Other

☑ Desk-based research

☑ Internal company methods

☑ Jurisdictional/landscape assessment

(2.2.2.13) Risk types and criteria considered

Market

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Other reputation, please specify **:**Company reputation

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Each year, relevant members of CEO staff drive our Strategic Intent and Strategic Realization processes to facilitate annual (short term), medium, and long-term planning for the company. Identify: The Strategic Intent process focuses on understanding our business, customer, market, and industry dynamics to determine our multi-year intent for our business, product development, and go-to-market strategies. Assess: Through this process, we develop corporate goals and strategic intents in relevant areas, including Impact. Each goal has accountability from the relevant executive vice president, the CEO, the CFO, and the Board. Respond: Following Strategic Intent, our Strategic Realization processes focus on strategies and tactics to realize progress toward our long-term intent throughout the following year. Our impact strategy is a part of Autodesk's annual strategy process and engages all aspects of our business, including direct operations and upstream and downstream activities. Throughout the Strategic Intent and Strategic Realization processes, Autodesk evaluates and considers general industry and planetary trends and shifts in market preferences, including issues related to climate change and sustainability, which cut across our three overarching impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Autodesk established an ESG Steering Committee responsible for reviewing and prioritizing issues relevant to the company's ESG strategy including governance related to climate related risks and opportunities. This committee comprises leaders from Finance Legal Human Resources and Impact with accountabilities for ESG across the business. Meeting quarterly this group is responsible for ensuring that Autodesk assesses and addresses issues that are relevant and specific to our external ESG objectives measurement management and disclosure. The committee supervises a range of ESG projects in alignment with sustainability frameworks. The committee guided the Climate Scenario Analysis (CSA) and aligns with Autodesk's Enterprise Risk Management (ERM) ensuring comprehensive involvement and evaluation of each project outcomes while incorporating our materiality assessment This oversight enabled leaders to monitor and assess the alignment of dependencies impacts risks and opportunities identified integrating them into our ESG strategy. The ESG topic "Energy" was identified as a material topic in materiality assessment (Company energy use and climate change & Product energy efficiency) emphasizing its dependency on our operations, supply chain, and products. Hence within the CSA project increased carbon and energy costs were recognized as key risks driven by the ESG Steering Committees involvement in identifying climate related risks and opportunities This in turn informs our ESG strategy around GHG emissions renewable energy use and energy consumption reduction This process ensures that there is internal alignment and visibility across the organization on all material risks opportunities impacts and dependencies and that they are prioritized accordingly. Refer to the FY24 Impact Report on page 104 for further information on our materiality assessment.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

	Identification of priority locations	Primary reason for not identifying priority locations	Explain why you do not identify priority locations
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*N/A*

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Other, please specify :Vulnerability

(2.4.7) Application of definition

The overall ERM program is modeled off of the COSO 2017 ERM framework Specific risks pertaining to ESG and other climate relates risks are included in the broader assessment and evaluated leveraging the criteria outlines above Once the risks are prioritized action plans are created and reported to CEO Staff and Board of Directors at 6month intervals Autodesk defines substantive financial or strategic impact as follows Autodesk follows ERM criteria which defines and provides examples and thresholds of risk impacts in the following criteria Financial Regulatory e.g. loss of revenue regulation noncompliance etc. Operational Reputational e.g. product availability media attention etc.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Our customers operate within industries that are poised for significant transformation as global efforts shift toward a low-emissions economy. Our solutions can play a role in supporting customers on their own sustainability journeys. For Autodesk, the potential benefits are likely to be more pronounced under the Moderate and Aggressive Climate Action scenarios, in the medium- and long-term. There is an opportunity to continue meeting the growing demand for sustainability-enabling solutions, thereby differentiating our offerings and strengthening our competitive position. By continuing to invest in sustainable features in our products, we can achieve cost savings, spur innovation, and unlock new revenue streams. Simultaneously, these efforts enhance our brand image and foster partnerships that expand market reach and customer loyalty.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, only within our direct operations

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Evaluation in progress

(3.1.3) Please explain

We only focused on direct operations within the U.S., value chain was not the focus of the Climate Scenario Analysis we conducted.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Not an immediate strategic priority

(3.1.3) Please explain

In our most recent materiality assessment water was not deemed material to our business.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Liability

☑ Other liability risk, please specify **:**Increased costs, due to exposure to climate-related regulations, carbon and energy costs.

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

The evolving landscape of climate-related regulations, emerging carbon pricing mechanisms, and changes in energy costs could pose a risk of increased operational and compliance costs. Regulations may increase in volume and complexity, while challenges may arise concerning data availability and accessibility. Failure to comply with regulatory mandates could result in fines, disrupted operations, or litigation. Given increased stakeholder demand and the evolving regulatory environment, associated reporting may require additional inputs, allocation of time, and resources to comply. Further, carbon pricing mechanisms and changes in energy costs have the potential to generate additional costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Other, please specify **:**Increase in carbon and energy costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased operational costs resulting from carbon pricing mechanisms, and potentially higher or fluctuating energy costs.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

400000

(3.1.1.28) Explanation of cost calculation

We total the cost of procurement of renewable energy solutions to the business. This is not an investment, but treated as an operating expense to the business depending on what type of market-based instrument we procure that is directly related to the unbundled renewable energy certificate market, high impact renewable energy certificates, and/or our virtual power purchase agreement (vPPA).

(3.1.1.29) Description of response

The current risk is identified in operational energy expenditures. We respond to this risk by procuring greener electricity solutions such as the cost of renewable energy certificates (RECs) and onsite solar.
[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

Increased revenue and market share, due to sustainability-enabling solutions, supporting customers on their sustainability journey. Opportunity Summary: As society transitions to a lower-emission economy and commits to meeting climate change targets and goals, Autodesk may be positioned to support customers through sustainability-enabling solutions, potentially requiring further investments in development of products which enable customers to track and reach their sustainability goals and products which support them in compliance with regulations. Autodesk may continue to expand into emerging markets and industries that require significant emissions reductions or are heavily regulated, and those that would benefit from increased data-interoperability and end-to-end sustainability enabling solutions. Potential Impacts: • Increased sales, revenue, and market share from incremental increases in demand for products, given sustainability offerings and functionality. • Increased revenue through improved competitive position, to reflect shifting consumer preferences. • Enhanced branding and reputation, meeting customers evolving expectations and presenting opportunities for sustainability-related partnerships or M&A activity. • Changes in R&D, innovation, and M&A costs, to expand solutions and acquire new capabilities.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

As society transitions to a lower-emission economy and commits to meeting climate change targets and goals, Autodesk may be positioned to support customers through sustainability-enabling solutions, potentially requiring further investments in development of products which enable customers to track and reach their sustainability goals and products which support them in compliance with regulations. Autodesk may continue to expand into emerging markets and industries that require significant emissions reductions or are heavily regulated, and those that would benefit from increased data-interoperability and end-to-end sustainability enabling solutions.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.25) Explanation of cost calculation

We do not calculate the cost to realize the opportunity.

(3.6.1.26) Strategy to realize opportunity

Autodesk is proactively providing sustainability-enabling solutions to its customers across industries, with comprehensive information published within its sustainability report and other public documents. Through engagement with Autodesk stakeholders, a few future opportunity areas arose. Examples of Autodesk sustainability-enabling solutions: AEC: 1) Autodesk Revit, integrated with Insight, offers energy analysis and daylighting to help design LEED-compliant buildings. 2) Revit and BIM 360 enable detailed specification and tracking of sustainable materials. Product design and manufacturing: 1) Autodesk Fusion 360 provides lifecycle assessment to optimize products for circularity and ease of disassembly and recycling. 2) Fusion 360 and Autodesk Inventor support the selection and simulation of sustainable materials, reducing environmental impact. Industrialized Construction: 1) Autodesk's BIM 360 and Revit optimize efficiency and reduce waste in modular construction through digital workflows, while BIM 360 and Navisworks enhance collaboration and project visualization, improving decision making and reducing errors. 2) Fusion 360 supports the selection and simulation of sustainable materials for prefabricated components, helping manufacturers reduce embodied carbon meet green building standards. Media and entertainment: 1) Autodesk Maya and ShotGrid enable virtual production, reducing the need for physical sets and on-location shooting, thereby minimizing carbon emissions. 2)Autodesk's collaborative tools such as ShotGrid facilitate remote collaboration, reducing the necessity for travel and physical meetings, thereby decreasing the industry's carbon footprint. As a result of these investments, Autodesk can more successfully support customers in addressing their sustainability goals.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Cost savings

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

Reduced operational costs, due to greater business efficiency, resiliency, and adaptability. Opportunity Summary: Continuing to integrate climate considerations into Autodesk's business strategy may lead to greater efficiency, resiliency, and adaptability, with the potential to reduce operational costs. This may involve continuous evaluation of facilities, data center usage, energy consumption, and travel, among other operational activities, to optimize resource allocation and minimize potential disruptions. We have opportunities to continue migration to cloud technologies, optimize facilities and leasing arrangements, refurbish equipment, and support vendors and supply chains in their own resilience and efficiency efforts (e.g., Scope 3 target), which may reduce costs and enhance operational resiliency. Autodesk's climate-related targets serve as a risk mitigation effort, while also introducing opportunities for greater access to capital through improved supplier and investor relations (e.g., Scope 3 target and supplier engagement). Autodesk's dedication to sustainability strategy and goals may heighten employee satisfaction derived from a collective sense of purpose and environmental responsibility. This would contribute to improved access to quality talent, a positive workplace environment that stimulates innovation, reduced turnover and enhanced stability within the workforce.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Continuing to integrate climate considerations into Autodesk's business strategy may lead to greater efficiency, resiliency, and adaptability, with the potential to reduce operational costs. This may involve continuous evaluation of facilities, data center usage, energy consumption, and travel, among other operational activities, to optimize resource allocation and minimize potential disruptions. We have opportunities to continue migration to cloud technologies, optimize facilities and leasing arrangements, refurbish equipment, and support vendors and supply chains in their own resilience and efficiency efforts (e.g., Scope 3 target), which may reduce costs and enhance operational resiliency. Autodesk's climate-related targets serve as a risk mitigation effort, while also introducing opportunities for greater access to capital through improved supplier and investor relations (e.g., Scope 3 target and supplier engagement). Autodesk's dedication to sustainability strategy and goals may heighten employee satisfaction derived from a collective sense of purpose and environmental responsibility. This would contribute to improved access to quality talent, a positive workplace environment that stimulates innovation, reduced turnover and enhanced stability within the workforce.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.25) Explanation of cost calculation

We do not calculate the cost to realize the opportunity.

(3.6.1.26) Strategy to realize opportunity

Autodesk is enhancing its efficiency, resiliency, and adaptability by embracing AI and digital transformation, committing to sustainability, advancing data analytics, prioritizing workforce development, and revolutionizing construction with innovative prefabrication techniques. AI and digital transformation: Autodesk is leveraging enhanced operational efficiency, resilience and adaptability to reduce costs and position itself for future growth. According to the "2024 State of Design & Make Report" by Autodesk, the company is increasingly investing in AI and emerging technologies to boost productivity and sustainability. This includes using AI to automate routine tasks and support design decisions, which helps companies become more efficient and resilient to economic and geopolitical changes. More than 73% of companies feel prepared to handle such disruptions, 14% up from the previous year. (1) Sustainability and renewable energy: Autodesk's commitment to sustainability plays an important role in reducing operational costs. By sourcing 100% renewable energy for their facilities and cloud services (1), Autodesk may cut energy costs and increase long-term resilience against energy price fluctuations. Their sustainable operations set an industry standard and are likely to drive further innovations in cost effective, environment friendly practices. (3) Data Integration and predictive analytics: Another significant aspect of Autodesk's strategy is the emphasis on data integration and predictive analytics. By harnessing comprehensive data environments and advanced analytic tools, Autodesk aims to proactively identify and address potential issues before they arise. The approach not only enhances project outcomes but also reduces costs associated with rework and delays. (2) Footnotes: (1) https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/sdm-report-final-022024-en.pdf (2) https://www.autodesk.com/blogs/construction/2024-construction-trends-30-experts-share-insight/#::text%22In%202024%2C%20the%20Indian%20construction,adopting%20eco%2Dfriendly%20building%20practices. (3) https://www.autodesk.com/sustainability/business-operations (4) This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Per the FY24 Proxy Statement on page 29, we state "In its evaluation of director candidates, including the members of the Board eligible for re-election, the Corporate Governance and Nominating Committee seeks to achieve a balance of knowledge, experience, and skills on the Board. The Corporate Governance and Nominating Committee considers many factors, including integrity, judgment, diversity (including gender, sexual orientation, age, and ethnicity), expertise, business experience, length of service, independence, and other commitments, as well as any relationships between directors and Autodesk's customers and suppliers."

(4.1.6) Attach the policy (optional)

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	*We are still understanding this issue and exploring an appropriate response.*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board chair

☑ Director on board

☑ Chief Financial Officer (CFO)

☑ Chief Sustainability Officer (CSO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify **:**We have expanded responsibilities of Corporate Governance and Nominating Committee with clear oversight on climate-related issues.

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Monitoring supplier compliance with organizational requirements

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring the implementation of the business strategy

☑ Approving and/or overseeing employee incentives

(4.1.2.7) Please explain

Our Board has oversight responsibility for ESG, with assistance from our Corporate Governance and Nominating Committee and our Compensation and Human Resources Committee in specific areas defined in their committee charters. Ultimately, our CEO has the highest level of direct responsibility for driving progress in our impact opportunity areas. CEO staff reviews progress on Strategic Realization and relevant goals quarterly, including those related to our impact strategy. The Autodesk Board of Directors reviews annual Strategic Intent and Strategic Realizations and regularly reviews status. CEO staff and the Autodesk Board of Directors are informed annually by Autodesk's Chief Sustainability Officer, who oversees coordination of efforts across these impact opportunity areas. Autodesk's ESG Steering Committee convenes quarterly to review and prioritize issues relevant to the company's ESG strategy. (FY24 Impact Report, page 7.
[Fixed row]

(4.2) Does your organization’s board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for environmental issues	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	*Per our latest materiality assessment biodiversity was not deemed material to our business.*

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☑ Implementing a climate transition plan

☑ Implementing the business strategy related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

Other

☑ Other, please specify **:**Our Impact Team, led by Chief Sustainability Officer has direct responsibility for setting and implementing our corporate sustainability strategy, with oversight from our CEO and Board. This role also chairs the ESG Steering Committee

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

Members of the Board of Directors are highly engaged on the topic of climate change and the role that Autodesk and our customers will play in imagining, designing, and making a better world. Our Board has oversight responsibility for ESG, with assistance from our Corporate Governance and Nominating Committee in specific areas defined in its committee charter and climate-related strategy.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.3) Please explain

Our compensation program design makes it difficult to quantify the percentage of total incentives linked to the management of this environmental issue. However, we do link our executive incentives to the Company's Environmental, Social and Governance ("ESG") outcomes. Per FY24 Proxy Statement page 29, when our Compensation Committee determines the CEO long-term incentive awards (88% of the total compensation) and when the CEO determines the other NEOs' long-term incentive awards (83% of the total compensation on average), they take into account the Company's progress and outcomes on ESG goals. When we significantly exceed our ESG goals or fail to achieve these metrics, they will adjust the award amount upward or downward.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Reduction in emissions intensity

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability and philanthropy as well as diversity, inclusion and belonging, our executive compensation program allows for the CEO to recommend to the Committee adjustments to awards for the other NEOs based on ESG performance. Given that long-term incentive awards are the largest component of NEO compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO's recommendations when determining the final awards for the other NEOs, and will also consider the overall company progress and outcomes on ESG when it determines long-term incentive awards for the CEO.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

For fiscal year 2024, we added more structure to our approach to linking ESG to executive officers' long-term incentive awards. As part of this effort, we defined quantitative and qualitative measures that leaders were assessed against to inform the CEO's recommendations to the Committee for the other executive officers and the Committee's determination of the final awards for all executive officers. These metrics focus on diversity and belonging (D&B) and environmental sustainability, and include: •Employee belonging and engagement outcomes •Turnover rates and representation of women and people of color •Achievement of decarbonization, greenhouse gas (GHG) neutralization, and renewable energy goals •Executive involvement in and support of employee groups, external organizations, and other efforts that promote diversity, belonging, and environmental sustainability.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability and philanthropy as well as diversity, inclusion and belonging, our executive compensation program allows for the CEO to recommend to the Committee adjustments to awards for the other NEOs based on ESG performance. Given that long-term incentive awards are the largest component of NEO compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO's recommendations when determining the final awards for the other NEOs, and will also consider the overall company progress and outcomes on ESG when it determines long-term incentive awards for the CEO.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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greenhouse gas (GHG) neutralization, and renewable energy goals •Executive involvement in and support of employee groups, external organizations, and other efforts that promote diversity, belonging, and environmental sustainability.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Operating Officer (COO)

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability and philanthropy as well as diversity, inclusion and belonging, our executive compensation program allows for the CEO to recommend to the Committee adjustments to awards for the other NEOs based on ESG performance. Given that long-term incentive awards are the largest component of NEO compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO's recommendations when determining the final awards for the other NEOs, and will also consider the overall company progress and outcomes on ESG when it determines long-term incentive awards for the CEO.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify **:**Executive Vice President, Corporate Affairs, Chief Legal Officer

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability and philanthropy as well as diversity, inclusion and belonging, our executive compensation program allows for the CEO to recommend to the Committee adjustments to awards for the other NEOs based on ESG performance. Given that long-term incentive awards are the largest component of NEO compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO's recommendations when determining the final awards for the other NEOs, and will also consider the overall company progress and outcomes on ESG when it determines long-term incentive awards for the CEO.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

For fiscal year 2024, we added more structure to our approach to linking ESG to executive officers' long-term incentive awards. As part of this effort, we defined quantitative and qualitative measures that leaders were assessed against to inform the CEO's recommendations to the Committee for the other executive officers and the Committee's determination of the final awards for all executive officers. These metrics focus on diversity and belonging (D&B) and environmental sustainability, and include: •Employee belonging and engagement outcomes •Turnover rates and representation of women and people of color •Achievement of decarbonization, greenhouse gas (GHG) neutralization, and renewable energy goals •Executive involvement in and support of employee groups, external organizations, and other efforts that promote diversity, belonging, and environmental sustainability.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify **:**Chief People Officer

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability and philanthropy as well as diversity, inclusion and belonging, our executive compensation program allows for the CEO to recommend to the Committee adjustments to awards for the other NEOs based on ESG performance. Given that long-term incentive awards are the largest component of NEO compensation, ESG adjustments will generally focus on equity grants. The Committee will take into account the CEO's recommendations when determining the final awards for the other NEOs, and will also consider the overall company progress and outcomes on ESG when it determines long-term incentive awards for the CEO.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

For fiscal year 2024, we added more structure to our approach to linking ESG to executive officers' long-term incentive awards. As part of this effort, we defined quantitative and qualitative measures that leaders were assessed against to inform the CEO's recommendations to the Committee for the other executive officers and the Committee's determination of the final awards for all executive officers. These metrics focus on diversity and belonging (D&B) and environmental sustainability, and include: •Employee belonging and engagement outcomes •Turnover rates and representation of women and people of color •Achievement of decarbonization, greenhouse gas (GHG) neutralization, and renewable energy goals •Executive involvement in and support of employee groups, external organizations, and other efforts that promote diversity, belonging, and environmental sustainability.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Other senior-mid manager, please specify **:**Sales Managers

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify **:**Monetary reward, team recognition, and charity donation

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): The Autodesk Making the Future sales incentive program rewards Autodesk sales teams for partnering with customers to achieve outcomes aligned with the UN Sustainable Development Goals using our technology. The top team is recognized each quarter and each person on the team receives a monetary reward, and the sum of the team award is matched for a charity donation nominated by the winning team.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive enables sales employees to advance sustainable outcomes. Our Sustainability G.O.A.L. Program equips our customer-facing employees with information, resources, and skills to support customers on their sustainability journeys and create positive impact with the Autodesk technology platform towards a low carbon future.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Other senior-mid manager, please specify **:**All employees

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify **:**Recognition (Autobucks and Applause Points)

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Autodesk's Impact Team rewards employees across the company who make exceptional contributions related to climate change, they help us meet our GHG emissions reduction target, and help us differentiate with sustainability with customers. These individuals are awarded "Autobucks" and "Applause Points".

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Employees have the potential to receive internal and external recognition for activities related to climate change, by showcasing sustainability related outcomes in their own work as well as participating in speaking events, being named in external publications and newsletters, being quoted in the press, appearing on Autodesk's intranet, etc. This incentivises employees to drive more sustainability through their work and continues to address Autodesk’s transition to a low carbon future.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Environment/Sustainability manager

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The timeframe of the performance indicator(s): This incentive would occur on an annual cadence. Quantitative details of the incentive(s) and the performance indicator(s): To drive the achievement of our key strategic Environmental, Social, and Governance ("ESG") priorities around environmental sustainability, our executive compensation program allows for the Director of ESG to recommend to the VP of ESG and Impact adjustments to awards for the Environment/Sustainability manager based on ESG performance.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Individual contributors and managers in the Impact, Facilities, IT, Travel, and Events teams, with accountability for sustainability projects, receive variable pay contingent to some degree on meeting emissions reduction goals and other KPIs of their organization. C2. Risks and opportunities C2.1
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Autodesk is committed to improving the environmental performance of its business operations. Specifically, we will: • Meet or exceed all applicable environmental laws and regulations. • Identify and measure the environmental impacts of our operations and products. • Establish annual targets to reduce our environmental impact and strive for continuous improvement. • Integrate environmental impact as a factor in business decisions. • Encourage suppliers, vendors, and business partners to be environmentally responsible. • Communicate this policy and our environmental programs to employees and other

stakeholders. Autodesk is committed to helping our customers improve the environmental performance of their products. Specifically, we will: • Integrate the features of sustainable design into our software products. • Educate customers and the general public about the important role that sustainable design can play in addressing global sustainability challenges.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

☑ Other environmental commitment, please specify :1) committed to improving the environmental performance of its business operations. 2) committed to helping our customers improve the environmental performance of their products.

Climate-specific commitments

☑ Commitment to 100% renewable energy

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Corporate Environmental Policy _ Sustainability _ Autodesk.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Ceres

☑ RE100

☑ UN Global Compact

☑ We Mean Business

☑ Science-Based Targets Initiative (SBTi)

☑ Task Force on Climate-related Financial Disclosures (TCFD)

☑ World Business Council for Sustainable Development (WBCSD)

☑ Other, please specify **:Architecture2030, Bay Area Business Council on Climate Change (BC3), the Business Alliance for Scaling Carbon Solutions (BASCS), First Movers Coalition, EuroACE, Business Council for Sustainable Energy**

☑ Race to Zero Campaign

(4.10.3) Describe your organization's role within each framework or initiative

TCFD provides a framework with four thematic areas — Governance, Strategy, Risk Management, and Metrics and Targets — and eleven recommended disclosures. As part of our deepening management of climate impacts, we are undertaking enhanced reporting on climate-related disclosures for Autodesk, Inc in line with the Task Force on Climate-Related Financial Disclosures ("TCFD"). WBCSD: WBCSD is a global entity promoting and driving toward sustainability solutions for its members. There are a significant number of Autodesk customers who are WBCSD Members, and we have the opportunity to participate alongside them. WBCSD membership is invite only, Autodesk has a history of respected leadership, collaboration with customers and industry innovation which led to the invitation for Autodesk to join. Membership provides the opportunity to deliver on our goals of partnering with customers and advancing industries. 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. We endorse the principles of the United Nations Global Compact, which align with our company values to operate ethically and responsibly. We support collective action to address global challenges, such as climate change, corruption, and human rights and labor abuses, and we embrace our role as a corporate citizen to make a positive impact in these areas. RE100: We are committed to using 100% renewable energy in our operations (1). Since fiscal year 2016, we have continued to meet our RE100 commitment and purchased renewable energy every fiscal year. We also partnered with Climate Action on the Sustainable Innovation Forum during the United Nations Climate Change Conference (COP26), We Mean Business, Race to Zero, Architecture2030, the Bay Area Business Council on Climate Change, Business Council for Sustainable Energy, EuroACE to shape public policy on green building at multiple scales. Footnote: (1) This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

FY24 Impact Report Page 13.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

☑ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

European Union Transparency Register (Reg # 684824020045-19) and US Lobbying Disclosure Act Reports (ID #autodesk)

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Direct and indirect engagement with policy makers through trade association engagement, public comments on climate-related policy topics and meetings with government officials on climate-related issues.
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Advocated for a focus on the built environment in intergovernmental negotiations during COP28. Supported policies in the United States to improve energy transmission and accelerate the connection of new renewable energy resources to the existing power grid.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply
☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Other
☑ Other, please specify **:**Climate Policy

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Global

(4.11.1.6) Your organization’s position on the policy, law, or regulation

Select from:

☑ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Participation in working groups organized by policy makers

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Collectively, we have the opportunity to create transformational change in our industries and build a better future—one that is more inclusive, resilient, and sustainable. To do so, we need to face immense global challenges together and collaborate in completely new ways across sectors, industries, and disciplines. Systemic industry transformation on this scale requires heightened cooperation between government and the private sector. Autodesk advocates for public policies that enable people to design and make a better world for all. Our public policy priorities align with our corporate values and are critical to our business, customers, and employees. We support policies to foster the use of technology to design and construct sustainable infrastructure and buildings. We have actively engaged governments worldwide on the opportunities that digital processes and technology offer to increase efficiency, enhance productivity, and achieve more sustainable outcomes throughout the built environment. During FY24, we: Supported efforts to advance BIM-related policies in Mexico, South Korea, and Vietnam Supported public policies using BIM for building decarbonization in France, Germany, and the European Union Signed a memorandum of understanding to help build Indonesia’s new capital city—Nusantara—with greater efficiency and sustainability Advocated for a focus on the built environment in intergovernmental negotiations during COP28 Supported policies in the United States to improve energy transmission and accelerate the connection of new renewable energy resources to the existing power grid

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply
☑ Paris Agreement
[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:
☑ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

Bay Area Business Council on Climate Change (BC3)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:
☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:
☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our organization supports decarbonization in alignment with the Paris Agreement and collaboration with trade associations and other organizations to reduce carbon emissions in the industries we serve.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply
☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:

☑ Other, please specify **:**Efficient Buildings Europe is the leading European industry association, dedicated to advancing energy efficiency in European buildings.

(4.11.2.3) State the organization or position of individual

EuroACE

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our organization supports decarbonization in alignment with the Paris Agreement and collaboration with trade associations and other organizations to reduce carbon emissions in the industries we serve.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:

☑ Other, please specify **:**The Business Council for Sustainable Energy (BCSE) is a coalition of companies and trade associations that deploy clean energy and decarbonization solutions, with a sector focus on energy efficiency, natural gas, and renewable energy.

(4.11.2.3) State the organization or position of individual

Business Council for Sustainable Energy

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our organization supports decarbonization in alignment with the Paris Agreement and collaboration with trade associations and other organizations to reduce carbon emissions in the industries we serve.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply
☑ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:
☑ Other, please specify **:**The World Business Council for Sustainable Development (WBCSD) is a CEO-led organization of over 225 international companies.

(4.11.2.3) State the organization or position of individual

World Business Council for Sustainable Development (WBCSD)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our organization supports decarbonization in alignment with the Paris Agreement and collaboration with trade associations and other organizations to reduce carbon emissions in the industries we serve.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:
☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Strategy
☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Public policy engagement

(4.12.1.6) Page/section reference

Proxy: PDF page 6-9 Annual Report PDF page 10-11

(4.12.1.7) Attach the relevant publication

autodesk-fy24-impact-report-compressed.pdf

(4.12.1.8) Comment

FY24 Impact Report: https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/autodesk-fy24-impact-report.pdf

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Public policy engagement

(4.12.1.6) Page/section reference

Pages 6-8 (Strategy) Page 92-100 (Governance) Page 13-14 (Emission targets) Page 105 (emission targets) Page 74-77 (Opportunities, Autodesk foundation) Page 103-104 (Risks, Materiality Assessment)

(4.12.1.7) Attach the relevant publication

autodesk-fy24-impact-report-compressed.pdf

(4.12.1.8) Comment

Refer to link: https://damassets.autodesk.net/content/dam/autodesk/www/pdfs/autodesk-fy24-impact-report.pdf
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every two years
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:
☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate projections are based on assumptions about future greenhouse gas emissions associated with human activity and other policy choices. Climate projections are not predictions and they do not attempt to predict the timing of meteorological events such as storms or fires. Projections vary from model to model: the best projection dataset for one location and purpose may not be the best for other situations. Considering a range of projections from multiple models may help to give a more complete picture of potential future risks and opportunities.

(5.1.1.11) Rationale for choice of scenario

SSP1-2.6: Reflects low emissions / less than 2C warming pathway This scenario assumes average global temperature rise of 1.7C between 2041–2060 and 1.8C between 2081–2100 compared to preindustrial temperatures.1 This scenario is characterized by ambitious global collaboration by governments, society, and industry towards climate-related commitments, laws, and regulations determined to reduce GHG emissions and negative environmental impacts. These measures could intensify transitional changes like new regulations for Autodesk. The rapid reduction of GHG emissions is expected to lead to lower climate-related events or physical risks in the long-term.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate projections are based on assumptions about future greenhouse gas emissions associated with human activity and other policy choices. Climate projections are not predictions and they do not attempt to predict the timing of meteorological events such as storms or fires. Projections vary from model to model: the best projection dataset for one location and purpose may not be the best for other situations. Considering a range of projections from multiple models may help to give a more complete picture of potential future risks and opportunities.

(5.1.1.11) Rationale for choice of scenario

SSP2-4.5: Reflects middle of the road emissions pathway This scenario assumes average global temperature rise of 2C between 2041 - 2060 and 2.7C between 2081 - 2100 compared to preindustrial temperatures.1 This scenario is characterized by moderate emissions reductions and consistent application of laws and provisions among governments. The moderate pace of action is expected to result in a slower pace of emissions reductions and higher frequency and intensity of physical risks, severe ecosystem and biodiversity loss, and large reduction of available agricultural lands.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate projections are based on assumptions about future greenhouse gas emissions associated with human activity and other policy choices. Climate projections are not predictions and they do not attempt to predict the timing of meteorological events such as storms or fires. Projections vary from model to model: the best projection dataset for one location and purpose may not be the best for other situations. Considering a range of projections from multiple models may help to give a more complete picture of potential future risks and opportunities.

(5.1.1.11) Rationale for choice of scenario

SSP5-8.5: Reflects high emissions / worst case pathway This scenario assumes average global temperature rise of 2.4C between 2041 - 2060 and 4.4C between 2081 - 2100 compared to preindustrial temperatures.1 This scenario will see emissions continue to increase with little to no changes in current policies. This scenario is characterized by less ambitious emissions reductions and a wide range of laws and provisions across the globe. The lack of action is expected to result in the slowest pace of emissions reductions and highest frequency and intensity of physical risks and severe ecosystem and biodiversity loss.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify **:**IPCC SSP1-2.6

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical
☑ Policy
☑ Market
☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2025
☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate projections are based on assumptions about future greenhouse gas emissions associated with human activity and other policy choices. Climate projections are not predictions and they do not attempt to predict the timing of meteorological events such as storms or fires. Projections vary from model to model: the best projection dataset for one location and purpose may not be the best for other situations. Considering a range of projections from multiple models may help to give a more complete picture of potential future risks and opportunities.

(5.1.1.11) Rationale for choice of scenario

SSP1-2.6: Reflects low emissions / less than 2C warming pathway This scenario assumes average global temperature rise of 1.7C between 2041–2060 and 1.8C between 2081–2100 compared to preindustrial temperatures.1 This scenario is characterized by ambitious global collaboration by governments, society, and industry towards climate-related commitments, laws, and regulations determined to reduce GHG emissions and negative environmental impacts. These measures could intensify transitional changes like new regulations for Autodesk. The rapid reduction of GHG emissions is expected to lead to lower climate-related events or physical risks in the long-term.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify **:**IPCC SSP2-4.5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

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(5.1.1.11) Rationale for choice of scenario

SSP2-4.5: Reflects middle of the road emissions pathway This scenario assumes average global temperature rise of 2C between 2041 - 2060 and 2.7C between 2081 - 2100 compared to preindustrial temperatures.1 This scenario is characterized by moderate emissions reductions and consistent application of laws and provisions among governments. The moderate pace of action is expected to result in a slower pace of emissions reductions and higher frequency and intensity of physical risks, severe ecosystem and biodiversity loss, and large reduction of available agricultural lands.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify **:**IPCC SSP5-8.5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate projections are based on assumptions about future greenhouse gas emissions associated with human activity and other policy choices. Climate projections are not predictions and they do not attempt to predict the timing of meteorological events such as storms or fires. Projections vary from model to model: the best projection dataset for one location and purpose may not be the best for other situations. Considering a range of projections from multiple models may help to give a more complete picture of potential future risks and opportunities.

(5.1.1.11) Rationale for choice of scenario

SSP5-8.5: Reflects high emissions / worst case pathway This scenario assumes average global temperature rise of 2.4C between 2041 - 2060 and 4.4C between 2081 - 2100 compared to preindustrial temperatures.1 This scenario will see emissions continue to increase with little to no changes in current policies. This scenario is characterized by less ambitious emissions reductions and a wide range of laws and provisions across the globe. The lack of action is expected to result in the slowest pace of emissions reductions and highest frequency and intensity of physical risks and severe ecosystem and biodiversity loss.
[Add row]

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

To assess the potential future impacts of physical climate hazards across time horizons and scenarios, selected analysis highlights regions of highest exposure, as well as potential implications to Autodesk, relevant for business decisions and TCFD disclosure. While a few Autodesk facilities have a high or very high physical climate risk exposure rating to the hazards, physical risk exposure across the Autodesk portfolio in the baseline (present-day) is generally low due to its geographic footprint being predominantly in urban areas of large cities, away from coastal or riverfront properties susceptible to floods, the wildland-urban interface exposed to wildfire, and regions prone to tropical cyclones. Urban corporate offices are also typically designed with robust infrastructure to withstand physical climate risks and extreme weather events. • In the baseline, the greatest physical risk exposure across facilities is to extreme precipitation, severe convective storms chronic temperature and chronic precipitation. Autodesk-operated or third-party facilities with the highest average exposure to physical risk in the baseline climate include facilities in Singapore, Shanghai, Pune, Beijing, Tokyo, Atlanta, Boston, San Jose, Seoul and Carlstadt. • The long-term (2050) time horizon has the greatest increase in the magnitude of physical risk across the Autodesk facility portfolio. Compared to other considered scenarios, the Insufficient Climate Action scenario is projected to have the greatest increase in physical risk across most considered physical risks. • Impacts of acute and chronic physical risks to Autodesk include rising energy and utility costs, operational disruptions, and employee health and safety challenges. Additionally, physical damage, water scarcity, and infrastructure issues threaten data centers, commuting, and supply chains, possibly increasing insurance premiums and the frequency of service disruptions. • Insured values exposed to considered physical risks increase across time horizons and scenarios. By 2050 under the Insufficient Climate Action scenario, total insured value at risk to chronic precipitation is projected to increase 65% compared to the baseline. By 2050 under the Insufficient Climate Action scenario, total insured value at risk to extreme precipitation is projected to be 2.3 times that of the baseline value. • During discussions with Autodesk stakeholders, examples were shared of specific instances where physical risks have already impacted operations. These examples underscore the importance of proactive measures and strategic planning to mitigate physical climate risks in order for Autodesk to safeguard its facilities, ensure the safety of its employees, and maintain operational continuity in the face of a changing climate. [Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Not standard practice.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Our Board receives updates from management on our environmental, social, and governance initiatives and values feedback from our stockholders on these efforts. In FY2024, independent members of our Board and members of our management team engaged with stockholders owning approximately 50% of our outstanding shares and met with many of our top investors to discuss topics including strategy, our executive and employee compensation programs, workforce diversity, board composition, the continuing impacts of COVID-19, and a broad range of ESG issues, including climate-related matters. Starting in FY2023, the Corporate Governance and Nominating Committee and Compensation and Human Resources Committee began assisting our Board with oversight of ESG issues in the areas defined in their charters, including proxy disclosures related to our greenhouse gas reduction targets that were validated by the Science Based Target Initiative in 2021. In addition, created in FY2024, Autodesk's ESG Steering Committee convenes quarterly to review and prioritize issues relevant to the company's ESG strategy. The council comprises leaders from Finance, Legal, Human Resources, and Impact with accountabilities for ESG across the business. This group is responsible for ensuring that Autodesk assesses and addresses issues that are relevant and specific to our external ESG objectives, including materiality

assessment, measurement, management, and disclosure. Cross-functional teams support this strategic approach while dedicated functional leadership drives the day-to-day work with teams across the business. Refer to FY24 Impact Report, page 7 for further details on the ESG governance at Autodesk.

(5.2.9) Frequency of feedback collection

Select from:

☑ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our transition plan largely relies on material dependencies and impacts of our business-related activities. That means we measure and report on our energy –related dependencies and measured GHG emissions impacts. We track these metrics annually and throughout the fiscal year to help meet our sustainability commitments. Assumptions related to the climate transition plan include how the energy grid evolves, trends in for example, EV adoption rates, and underlying data estimations where primary data is not available.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Autodesk continues to strive for excellence in embedding sustainability throughout our business—which we believe to be essential for any company operating in today's business environment. Our programs not only reduce our own footprint, but they also enable us to thoughtfully engage with our customers and partners on their own sustainability journeys. Our sustainable operations efforts are an iterative journey guided by: Climate targets grounded in the latest science and aligned to a 1.5C climate trajectory Prioritization of internal investments and activities that decarbonize our operations and support our suppliers to become more sustainable1 A commitment to responsibly neutralize our residual emissions by purchasing high-quality carbon credits, renewable energy certificates, and virtual power purchase agreements (vPPAs) that meet our climate impact criteria (these criteria include fostering measurable, meaningful, and additional climate mitigation impact) The SBTi validated our GHG emissions reduction targets in FY222 and determined that our FY31 Scope 1 and 2 target is aligned with the 1.5C trajectory. For the fourth year in a row, we made meaningful progress on our journey to decarbonize our operations and neutralized3 our residual emissions across our operations and entire value chain through the deployment of the Autodesk Carbon Fund. Autodesk first committed to neutralizing our carbon emissions across Scopes 1, 2, and 3 on an annual basis beginning in FY21. Our environmental policy underpins the company's efforts in our own operations and with our products and services.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

autodesk-fy24-impact-report 13 and 14.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our customers are increasingly working to make net-zero energy buildings, reduce embodied carbon, decrease construction waste, and develop smart and sustainable cities. The AEC industry is increasingly using technology to aid sustainability efforts. According to the 2024 State of Design & Make report, 62% of civil respondents are currently using cloud platforms in their workflows. Through centralized storage and management of project data, intelligent cloud-based software makes it simpler to measure and meet internal and external sustainability requirements throughout the design and build project stages. The manufacturing process itself presents climate-related opportunities. Utilizing automation to integrate design and manufacturing processes plays an essential role and helps designers and engineers achieve productivity boosts and deliver more sustainable products. The Autodesk Product Design & Manufacturing Collection and our cloud platform help customers improve materials efficiency, create lighter products, and reduce energy use and waste. We enable sales employees to advance sustainable outcomes. The Autodesk Making the Future sales incentive program rewards Autodesk sales teams for partnering with customers to achieve outcomes aligned with the UN Sustainable Development Goals. Our Sustainability G.O.A.L. Program equips our customer-facing employees with information, resources, and skills to support customers on their sustainability journeys and create positive impact with the Autodesk technology platform.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We strive to embed sustainability into our purchasing practices, from our events and IT equipment to vendors and office supplies such as paper. Since Autodesk's supply chain accounts for a majority of its greenhouse gas emissions, we set our supplier engagement target in FY22. Our new supplier engagement target is to have 26.5% of suppliers for purchased goods and services and business travel, by emissions, to set science-based targets by FY27. In addition, we have partnered with CDP to engage our suppliers and enhance collaboration and disclosure since FY21. This effort enables us to gather important information about our suppliers to better understand our scope 3 greenhouse gas footprint and our suppliers' commitments and performance on sustainability. Our strategy has been informed over the short term.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate-related risks and opportunities have influenced our R&D investment strategy, as showcased by our product & services sustainable design and make opportunity, and also through our strategic decisions in acquisitions. Our Strategic Intent has been informed over the 3-year term. In 2021, Autodesk acquired Innovyze, a global leader in building industry-leading software for water and wastewater professionals around the world. Spacemaker is exploring new analyses in the sustainability realm, including total carbon management and stormwater, which—along with the existing solar panel, operational energy, and microclimate analyses—will be critical in the quest to lower the environmental impact of cities and make them more climate-resilient. In addition, additive manufacturing has the potential to reduce materials use compared to subtractive methods since 3D printing frequently uses only the materials needed. Fused Filament Fabrication simulation in Fusion 360 saves materials by helping users to predict and avoid common print failures. The Additive Build Extension unlocks extra additive manufacturing technology to help users produce lighter, stronger, better-performing parts while reducing materials use, waste, and cost. We have examined additive infill patterns—which enable faster 3D printing with semi hollow structures—and changed the default value for infill in Fusion 360 to use the least amount of material and energy.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We lead by example with sustainable operations to be a valuable partner to our customers is an important climate-related opportunity. Our Strategic Intent is influenced over the 3-year term. In addition, we assess our facilities' environmental operating practices related to energy use and other impact areas and create customized sustainability improvement plans. For example, we are also working to decarbonize our fleet using hybrid and electric leased vehicles. Through FY24, we reduced the number of diesel cars in our fleet by 90% compared to FY22, and by the end of the year we had converted 72% of our leased vehicles to hybrid or electric. Our low emission ride-share trips from Uber Green vehicles in the United States increased to 38% of total Uber rides, up from 28% the prior year. Travelers worldwide can select fuel-efficient hybrid and EV rental vehicles from our preferred rental car partners within the booking platform, although car rentals continued to decrease globally. We also source 100% of our electricity from renewable energy for our facilities, data centers, and cloud services (1). We became a RE100 member in 2015 and achieved our 100% renewable energy goal in 2016, four years ahead of schedule. We have continued to meet our RE100 for FY24. Footnote: (1) This refers to a combination of renewable energy generated on-site, virtual power purchase agreements, and renewable energy certificates.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply
☑ Revenues
☑ Direct costs
☑ Indirect costs
☑ Access to capital

(5.3.2.2) Effect type

Select all that apply
☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Revenues: The opportunities of development of new products or services through R&D and innovation, and reputation improvement due to our climate change efforts could likely increase revenue. Risks and opportunities such as these are factored into our financial planning process via annual Strategic Intent and Strategic Realization processes and quarterly strategy reviews of our Impacts programs, provided by our CSO to executive staff. While it is challenging to predict the impact of these opportunities, we expect the magnitude of the impacts on revenues to be medium. The time horizons of this include short, medium, and long term. Operating costs (direct and indirect): Operating costs risks and opportunities that are climate-related are factored into our financial planning process via annual Strategic Intent and Strategic Realization processes and quarterly strategy reviews of our Impact programs, provided by our CSO to executive staff. We use an internal price on carbon to incentivize reduction of our energy consumption and purchase clean energy sources for our facilities, data centers, and cloud. For example, we continue to explore ways to reduce business travel–related GHG emissions by promoting virtual/hybrid meetings, educating employees on sustainable travel practices, partnering with sustainable hoteliers globally, and incorporating sustainability expectations into our standard meeting contracts. In FY24, we joined SABA to help accelerate the transition to net zero aviation. To reduce our future business air travel GHG emissions, we continued our commitment to purchasing sustainable aviation fuel through our partnerships with the United Airlines EcoSkies Alliance, Alaska Airlines, Delta Airlines, and the Lufthansa Group. While our GHG emissions from business travel increased by 30% in FY24 compared to FY23, we increased our procurement of SAF by 60% during that period. Access to capital: Access to capital risks and opportunities that are climate-related are factored into our financial planning process via annual Strategic Intent and Strategic Realization processes and quarterly strategy reviews of our Impact programs, provided by our CSO to executive staff. One example is that we include climate change information in our 10-K annual report and engage with investors to stay in front of the growing demand from the ESG and impact investor community for transparency.
[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Internal fee

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Drive energy efficiency

☑ Drive low-carbon investment

☑ Identify and seize low-carbon opportunities

☑ Other, please specify **:**Change internal behavior

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Benchmarking against peers

☑ Scenario analysis

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Our internal carbon price reflects the costs associated with supporting our sustainability commitments in our Carbon Fund. Annually, we consider the estimated carbon price to reflect the voluntary carbon market, the cost of renewable energy procurement, and other supporting initiatives. Fundamentally, this is because Autodesk strives to reduce our operational and value chain emissions while recognizing we can do more by procuring high quality carbon offsets for every ton of emissions still emitted.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3, other (upstream)

☑ Scope 3, other (downstream)

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

Autodesk aims to consider the social cost of carbon and its own climate ambition when setting the carbon price. As such, increasing the carbon price on an annual basis with an upward trajectory will be reflected in our internal carbon price.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

20

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

20

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Operations

☑ Procurement

☑ Opportunity management

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for some decision-making processes, please specify **:**Our carbon price is used in some business decision-making processes. Example: when the business sets short and midterm budget forecasts with our finance partners as well as allows other business units assess sustainability initiatives to invest in.

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

100

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

Our internal carbon price is evaluated every year and every quarter. While we have a fixed internal carbon price every year, we maintain a level of flexibility as we examine quarterly budgets and adjust for the needs of our sustainability initiatives. We may re-evaluate costs that could incrementally increase the carbon price if necessary and due to changing market conditions. Each annual budget is estimated before the start of the next year.
[Add row]