

Let's design and make this

# **better world**

everyone's talking about







# A message from our directors

The story of the Autodesk Foundation’s fiscal year 2023 is one of expansion. Eleven new organizations joined our portfolio, helping us surpass 50 nonprofits and start-ups—an organizational milestone—for the first time in our existence. We broadened our reach globally, and in key industries like fusion energy, carbon sequestration, electric vehicle maintenance, and sustainable building operations. Every dollar invested and hour of in-kind support helped to scale impact outcomes.

We invite you to learn how these efforts are catalyzing innovation in three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity. In this report, you can follow the journey behind our investments that reached more than 87 million people with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development; mitigated 2.4 million metric tons of CO<sub>2</sub>e; and supported more than 27,000 people to obtain new or improved jobs. Underpinning these metrics is a commitment to defining and measuring impact. By collecting, analyzing, and reporting data from our portfolio, we hold ourselves accountable for scaling outcomes that advance a more sustainable, equitable, and resilient world.

While the reach and outcomes of our work expanded in fiscal year 2023, how we work has also evolved. In this report, you’ll learn how our DEI strategy increased representation of diverse leaders in our portfolio, and how our commitment extended into our programs, including the cultivation of emerging industry leaders.

Beneath the stories surfaced in this impact report are lessons learned, which shape how we evolve as a foundation. We witnessed early-stage organizations flourish with multi-year, flexible capital. We saw how sustaining long-term partnerships and focusing on three areas of impact yield success over time. We gleaned insight into how a clear point of view and calculated risk-taking drive impact outcomes. And we gained confidence in leaning into Autodesk’s unique value proposition as a technology company—harnessing industry expertise and in-kind Autodesk technology and training to scale solutions and spark industry-wide transformation.

Amid increased climate crises and a challenging economic and sociopolitical landscape, the work of the Autodesk Foundation is more important than ever. Moving forward, we’ll push the boundaries of what a corporate foundation can do. We’ll do more of what we do best: make philanthropic capital truly catalytic, sustain long-term focus, and harness Autodesk’s unique value proposition.

Thank you for learning more about the Autodesk Foundation’s impact. We look forward to continuing to catalyze innovative solutions to the world’s most pressing challenges.

Moving forward, we’ll push the boundaries of what a corporate foundation can do: make philanthropic capital truly catalytic, sustain long-term focus, and harness Autodesk’s unique value proposition.

Sincerely,

**Christine Stoner**  
Executive Director, Autodesk Foundation

**Jean Shia**  
Managing Director, Impact Investment and Management, Autodesk Foundation



Christine Stoner



Jean Shia





# Autodesk's impact strategy

Progress demands that Autodesk work in alignment with its business, in partnership with its customers, and across industries to advance a more sustainable, resilient, and equitable world.

Autodesk focuses its efforts to advance positive outcomes across three primary areas. These impact opportunity areas, informed by the UN Sustainable Development Goals, align the top needs of its stakeholders, the most important issues of its business, and the areas where Autodesk can best accelerate positive impact at scale.

Autodesk's industries are undergoing immense transformation as societies respond to the realities of a changing climate, increased extreme weather that threatens the most vulnerable communities, and a workforce facing unprecedented demands in the era of automation.

We believe that philanthropy is uniquely suited to catalyze the next wave of innovations that will make Autodesk's industries more sustainable, equitable, and resilient.



## How Autodesk creates impact

### Improve operations

Advance sustainable business practices—setting the standard in our culture, governance, and operations

### Partner with customers

Achieve positive impact at scale—by partnering with customers to deliver sustainable outcomes

### Advance industries

Transform Autodesk industries to be inclusive, resilient, and sustainable

## Impact opportunity areas

### Energy & Materials

Enable better energy and material choices, reducing carbon emissions and waste. Encompasses key aspects related to energy, materials, waste, and supply chain.

### Health & Resilience

Accelerate the design and make of places and products that are safer, healthier, and more resilient. Encompasses key aspects related to safety, health, well-being, resilience, and adaptation.

### Work & Prosperity

Facilitate the acquisition of in-demand skills and lifelong learning to meet the workforce needs of our industries. Encompasses key aspects related to diversity, inclusion, mindset, skills, and learning.







# Catalyze innovation

The Autodesk Foundation uses philanthropy to catalyze innovation and enable progress towards a more sustainable, equitable, and resilient world.

## Funding

\$12.4 million

**in strategic philanthropy** deployed by the Autodesk Foundation\* during fiscal year 2023 to a portfolio of more than 50 nonprofits and start-ups globally

\$3.1 million†

**in charitable contributions,** including \$2.8 million Autodesk Foundation match of employee giving, and \$0.34 million Autodesk Foundation contributions for crisis response

## Technology

\$53.4 million

**in Autodesk software** donated to 3,551 nonprofits and start-ups worldwide through Autodesk’s Technology Impact Program

## Talent

\$1.3 million

**in employee volunteer hours,** including Pro Bono Consulting volunteer hours‡

\* The Autodesk Foundation funds its portfolio through a donor advised fund (DAF).  
† This total does not equal the sum of the parts due to rounding.  
‡ Value of volunteer hours aligns with annual valuation from Independent Sector (\$28.54 per hour was indexed in 2021). Value of employee Pro Bono Consulting volunteer hours (also included in this total) is based on hourly rates for various skills cited by [CECP](#).







# Catalyze innovation

The Autodesk Foundation invests financial capital through grants and impact investments as well as in-kind support through Autodesk technology and employee expertise, in a portfolio of 50 nonprofits and start-ups.

This portfolio harnesses Autodesk’s resources in scaling design and engineering-based innovations that drive quantifiable impact outcomes ranging from CO<sub>2</sub>e reduction to dignified job placements and wage gains. These innovations have the potential to dramatically reduce GHG emissions, improve resilience in communities most vulnerable to climate change, and help workers gain access to in-demand skills and dignified work.

The Autodesk Foundation focuses its investments on Autodesk’s three impact opportunity areas: Energy & Materials, Health & Resilience, and Work & Prosperity. Given the complexity of the issues addressed, there is often an overlap in impact outcomes across the three impact opportunity areas. For example, [ChargerHelp!](#) enables a workforce to diagnose and repair the wide range of unique electric vehicle charging technologies in the market today, creating good jobs while also advancing climate change solutions.

During FY20, Autodesk committed to target 1% of annual operating profit for the long-term support of the Autodesk Foundation.

## Autodesk Foundation portfolio impact

The Autodesk Foundation’s impact measurement and management practice uses data to establish accountability, evaluate and report on the social and environmental impact of the Autodesk Foundation portfolio, and support decision making—ensuring that resources flow to the most impactful innovations.

In FY23, the Autodesk Foundation global portfolio achieved the following:\*

**2.4 million**  
metric tons CO<sub>2</sub>e of GHG emissions reduced

**87 million+**  
individuals reached with resilient solutions in housing and infrastructure, energy access, agricultural productivity, and workforce development (cumulative data from active organizations since their inception)

**27,000+**  
people obtained new or improved jobs

➔ [Learn more](#) about the Autodesk Foundation’s approach to impact measurement and management.

⊕ See performance metrics in the [Data summary](#).

\* Impact metrics in this section rely on data aggregated and sourced from financial reports, annual reports, organizational key performance indicators, and self-reported data from the Autodesk Foundation portfolio.



Image courtesy of Amped Innovation





## Diversity, equity, and inclusion

The Autodesk Foundation is committed to advancing diversity, equity, and inclusion (DEI) through its grantmaking and impact investing, programs, support of emerging industry leaders, and innovative collaborations with stakeholders across Autodesk.

Since launching its DEI strategy in 2021, the Autodesk Foundation has stewarded significant progress in expanding gender, geographic, and racial diversity in its portfolio of industry-leading innovators. Based on a survey conducted in June 2022, 46% of the Autodesk Foundation’s portfolio organizations are BIPOC-led (up from 13% in 2020), 20% are Black- or Latinx-led (up from 3% in 2020), and 51% are woman-led (up from 48% in 2020).

➔ [Learn more](#)

### Tech Lead Development Program

To support the growth of a diverse next generation of industry leaders, the Autodesk Foundation launched the Tech Lead Development Program (TLDP) in 2022. TLDP was a six-month cohort-based program designed to facilitate learning the most in-demand, non-technical skills of the future. The 18 members of the inaugural cohort—from North America, South America, Europe, and Africa—were nominated and recognized as emerging leaders from within the Autodesk Foundation portfolio. Two-thirds of the participants have taken on new responsibilities or been promoted within their organizations and are applying leadership skills as they advance impact within their organizations.

➔ [Learn more](#)

### Engineering for Change Fellowships

Additionally, through fellowships with Engineering for Change (E4C), the Autodesk Foundation sponsored 25 early-career engineers and technical professionals from 15 countries across five continents, who partner with portfolio organizations to drive progress toward the UN Sustainable Development Goals.

➔ [Learn more](#)

## Grantmaking with Employee Resource Groups

In 2022, the Autodesk Foundation partnered with Autodesk’s Diversity & Belonging team on an innovative participatory grantmaking program, through which the company’s seven Employee Resource Groups (ERGs) each directed \$20,000 in unrestricted funding to nonprofits of their choosing. This collaboration enabled ERGs to strengthen the bonds they are creating within and beyond Autodesk’s walls, leading to positive impacts in the communities they represent. Through this pilot, ERG grantmaking teams learned best practices for effective philanthropy, how to engage ERG members in decision making, and how to conduct due diligence for the grants made by each ERG.

The organizations selected by Autodesk ERGs include: Ascend Foundation, The Asian American Foundation, The Center for Reproductive Rights, The Colorado Veterans Project, iWish, LatinaGeeks, Michigan Veterans Foundation, Rainbow Railroad, Techbridge Girls, and The Transgender Law Center.

\$140,000

in unrestricted grant funds was awarded to 10 nonprofits addressing issues important to ERGs, including STEM education for girls of color and advancing human rights around the world.

### Autodesk Foundation portfolio leadership\*

#### BIPOC-led†



#### Black- or Latinx-led†



#### Woman-led†



\* Based on a survey conducted in June 2022.  
† “Led” means the organization’s CEO and/or founders identify with this group.







# Employee impact at work

Autodesk’s employees and its culture of impact bring Autodesk’s vision of a better world to life. Whether building sustainability capabilities into Autodesk tools, supporting customers and partners to achieve their sustainability goals, or volunteering time and valuable skills to nonprofit partners and local communities, employees play a pivotal role in driving progress toward [Autodesk’s impact strategy](#).

The Autodesk Foundation advances Autodesk’s vision of a better world by connecting Autodesk employees with employee volunteering, pro bono consulting, and giving programs.

## FY23 highlights

37%	of employees logged a donation and/or volunteer time
4,400+	organizations globally supported through employee giving and volunteerism
23,700	employee volunteer hours, including 3,680 Pro Bono Consulting volunteer hours
\$1.32 million	worth of employee volunteer hours*
\$2.46 million	in employee giving

\* Value of volunteer hours aligns with annual valuation from Independent Sector (\$29.95 per hour was indexed in 2022). Value of employee Pro Bono Consulting volunteer hours (\$195/hour also included in this total) is based on hourly rates for various skills cited by [CECP](#).



Image courtesy of Autodesk Life. From left to right: Pascale Naillard, Alexandre Priou, Beatrice Cassignol, Adrien Dixneuf, Florence Ferreira, David Waterhouse, Maria Cadillon, Stefano Ascani





Employee volunteering

From the first day on the job, Autodesk full-time employees are given 48 paid hours a year to volunteer for causes most important to them (part-time employees receive 24 paid hours a year). During Autodesk's annual Global Month of Impact in June 2022, more than 2,000 employees participated in 10 virtual sessions that included interactive quizzes about Autodesk's carbon commitments and customer success stories that showcased the impact of Autodesk tools on buildings' carbon footprints. In addition, employees hosted 10 in-person volunteer events around the globe, including recycling events, trash cleanup adventures, educational webinars, and local expert talks.

Autodesk's Costa Rica team took part in Global Month of Impact 2022 by organizing a trip to help clean up one of the most polluted rivers in the Americas, the Tarcoles. After a security briefing with local environmental conservation organization [MareBlu](#), the intrepid crew of 13 Autodeskers headed to the river mouth to collect and sort trash according to its recyclability. In just one morning, the team collected more than 360 kilograms of plastic trash—trash that will no longer be clogging the mangrove forest home to American crocodiles, iguanas, rare bird species, monkeys, anteaters, sloths, jaguarundi, and river otters.

→ [Learn more](#)

In 2022, the war in Ukraine sparked the largest refugee crisis in Europe since World War II. More than [50 Autodesk employees in 13 countries](#) took in refugees fleeing the country.

Pro Bono Consulting

Employees also contributed Pro Bono Consulting volunteer hours during the year. We invite Autodesk employees to volunteer and apply their expertise—ranging from engineering and design to marketing and communications—in support of nonprofits and social enterprise start-ups addressing challenges that align with our impact opportunity areas.

This can involve 1:1 Pro Bono Consulting (online hour-long volunteer consulting engagements), Pro Bono Team Projects (teams of three to five employees volunteering their skills for one to three hours a week over 12 weeks), and Pro Bono Immersion (teams of five to ten employees volunteering their professional skills on-site for two weeks with an [Autodesk Foundation customer](#)). During FY23, 121 employees participated in this program.

Autodesk legal pro bono program

Autodesk's legal department hosts a custom pro bono program whose mission is to help marginalized communities receive equal access to justice. In FY23, attorneys and staff worked with [Bet Tzedek](#) to help transgender individuals apply for legal name and gender marker changes so that their legal documents match their identity. Volunteers supported the [Immigration Institute of the Bay Area](#) to help DREAMers renew their DACA status. And members of the legal team collaborated with [Legal Aid of Marin](#) to help houseless and other marginalized individuals navigate the Marin County courts. Thirty percent of Autodesk's legal team participated in pro bono volunteering during the year, supporting these and other partnerships, for a total of about 145 hours.

→ [Learn more](#)

Employee giving

In a year when many organizations and individuals needed extra support, Autodesk employees responded by donating to nonprofits around the world. Employees receive 1:1 matching funds (up to \$5,000 per employee) from the Autodesk Foundation, doubling the impact of their charitable giving to communities and the causes they care about most. During the annual Global Month of Giving in mid-November through mid-December 2022, more than 1,070 employees gave a total of \$900,000, which the Autodesk Foundation matched. Also in 2022, employees donated \$1.3 million to the 2:1 match campaign addressing the war in Ukraine.

During Autodesk's annual Global Month of Giving in mid-November through mid-December 2022, more than 1,070 employees gave a total of \$900,000, which the Autodesk Foundation matched.



Image courtesy of Kheyti

Kheyti

Through user-centric design, a team of Autodesk engineers, designers, and training partners worked with Indian nonprofit Kheyti to lower costs and installation times for its signature “Greenhouse-in-a-Box” product. The team helped lay a strong foundation to scale and deliver the affordable farming solution—which uses 90% less water and grows seven times more food than conventional methods.

→ [Learn more](#)

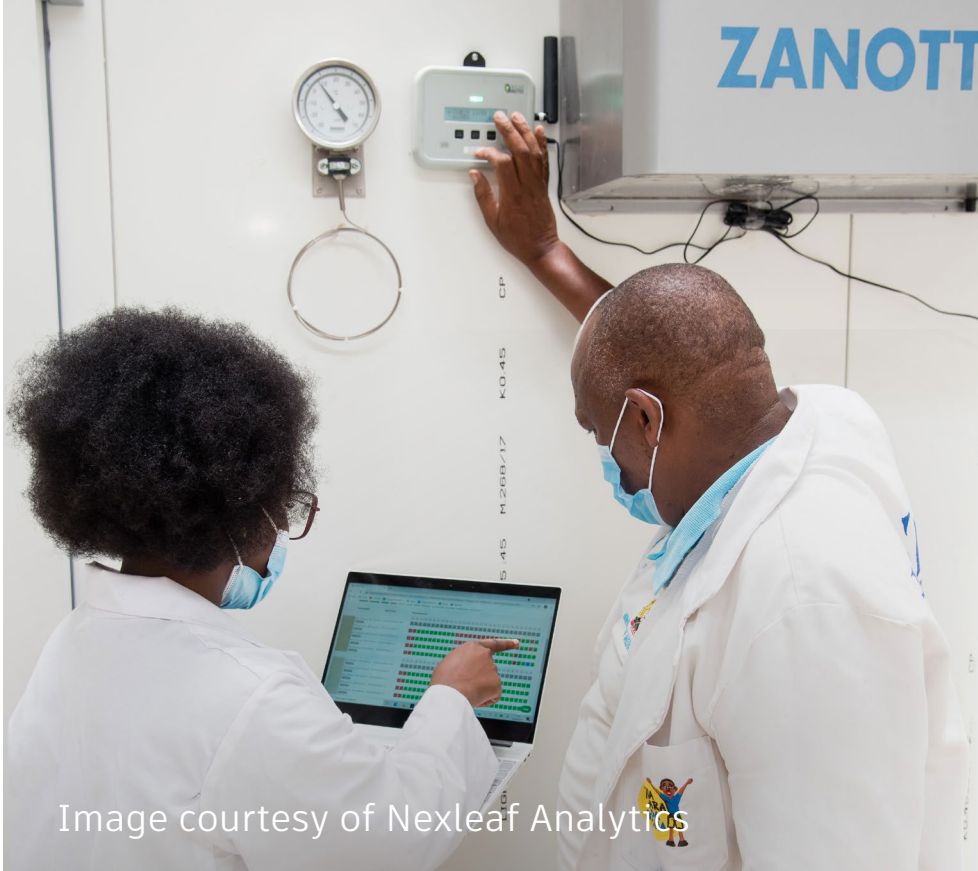


Image courtesy of Nexleaf Analytics

Nexleaf Analytics

Keeping consistent temperatures across the supply chain of warehouses, trucks, refrigerators, and clinics—known as the “vaccine cold chain”—is essential to ensure vaccines remain potent and work. To advance life-saving vaccine distribution in low-to-middle-income countries, Autodesk employees worked with Nexleaf Analytics to develop a data visualization dashboard. This provides stakeholders a real-time look at performance trends in vaccine cold chains around the world, to support investments to improve performance in this area.

→ [Learn more](#)





# Catalyze innovation

# Energy & Materials

The Autodesk Foundation invests in nonprofits and start-ups scaling early-stage technologies that have the potential to dramatically avoid, reduce, and remove GHG emissions within our industries.

The Autodesk Foundation targets early-stage (seed to Series A), technology-driven ventures for whom a combination of financial capital and in-kind support can de-risk technology and business models. The Autodesk Foundation prioritizes sectors where its design and make expertise is particularly beneficial, such as renewable energy generation, electrification of transportation, low-carbon materials innovation, building and industrial efficiency, and carbon dioxide removal.

From removing CO<sub>2</sub> out of ambient air to refining critical, low-carbon minerals, the Autodesk Foundation portfolio is helping accelerate an equitable transition to a decarbonized economy.

Who the Autodesk Foundation funds

33%

of Autodesk Foundation portfolio funding in FY23

18

nonprofits and start-ups scaling innovative technologies that avoid, reduce, or remove GHG emissions

The Autodesk Foundation targets opportunities with the potential to reduce at least 500 million metric tons of CO<sub>2</sub>e by 2050.\*

Energy & Materials portfolio leadership

30%

are BIPOC-led

20%

are woman-led

The Autodesk Foundation primarily invests in the United States, where emissions per capita exceed those of most other nations. In the United States, start-ups founded by women and people of color, especially Black and Latinx leaders, receive a small fraction of total venture capital. To advance equitable access to funding for climate tech entrepreneurs from underrepresented backgrounds, the Autodesk Foundation tracks its progress in achieving gender and racial diversity across the leadership teams it invests in through its Energy & Materials portfolio.

\* The Autodesk Foundation aligns with the impact forecasting principles of Project Frame. <https://projectframe.how/investor-profiles/autodesk-foundation>

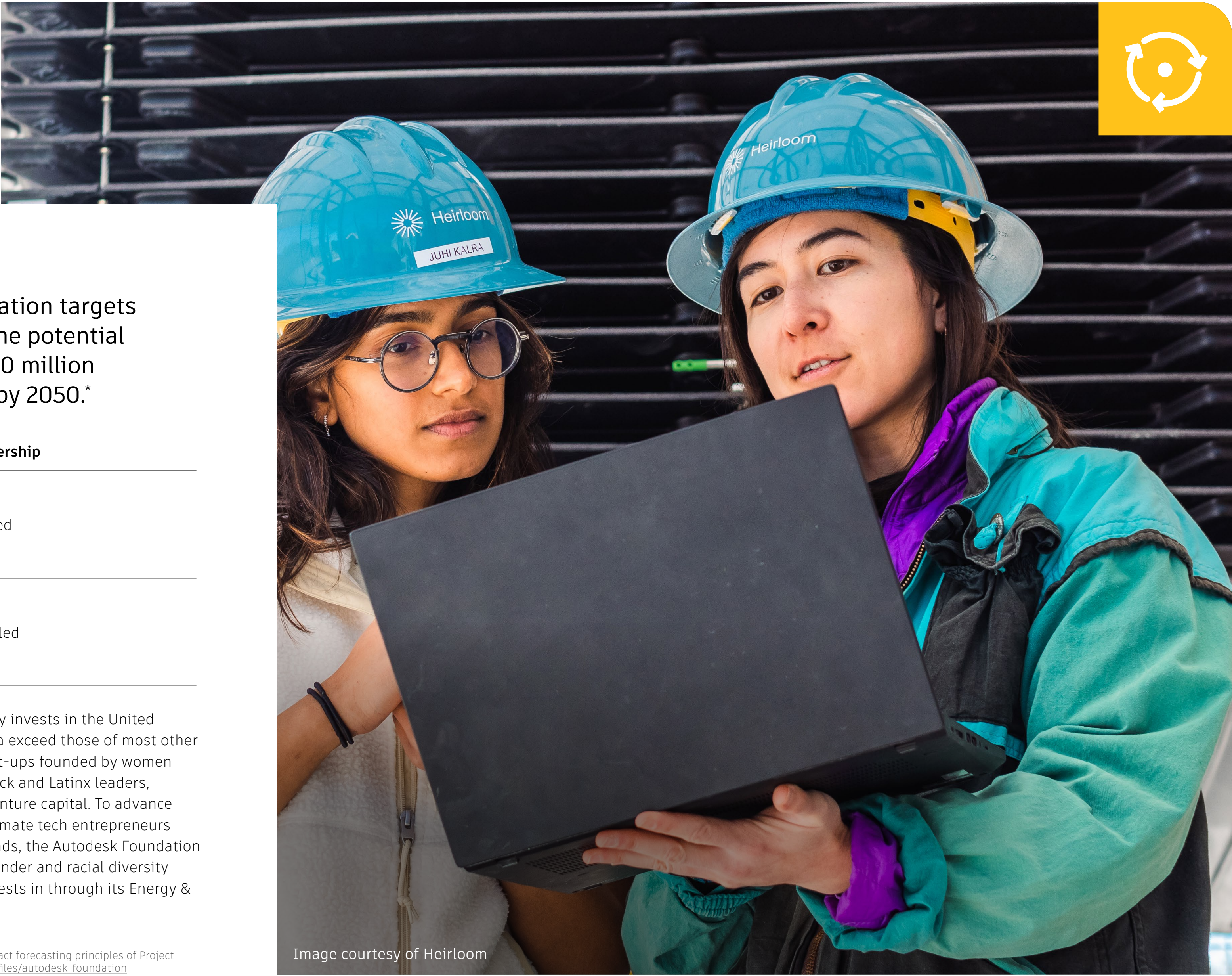


Image courtesy of Heirloom





## Impact measurement and management

The impact of the Autodesk Foundation Energy & Materials portfolio is based on how proposed solutions are expected to affect atmospheric GHG concentration, either through GHG emissions reduction or removal. Realized impacts are those that have already occurred. Potential impacts by 2050 are estimated based on assumptions about the future emissions reduction or removal impact of proposed climate solutions relative to the status quo in the market.

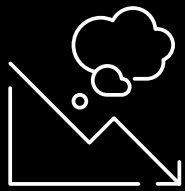

The Autodesk Foundation engages third-party experts such as [Rho Impact](#) to forecast the potential GHG emissions impact of its portfolio. The Autodesk Foundation also supports efforts to improve capabilities and build consensus around terminology, methodologies, and best practices for assessing and reporting forward-looking emissions impact through participation in coalitions such as [Project Frame](#).

➔ [Learn more](#) about the Autodesk Foundation’s Energy & Materials work.

⊕ See performance metrics in the [Data summary](#)



### Portfolio impact

Metrics		FY22	FY23
	Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)	203,000	165,000
	Potential GHG emissions reduction by 2050, cumulative (metric gigatons CO <sub>2</sub> e)*	14	20

➔ [Learn more](#) about the Autodesk Foundation’s impact measurement and management practice.

\* This data was calculated by third-party experts Rho Impact in collaboration with the Autodesk Foundation.





Image courtesy of BamCore

### Building the frame for a low-carbon construction industry

As the world adds more than 13,000 new buildings daily, construction using the same carbon-intensive materials and methods will result in massive greenhouse gas emissions that exacerbate climate change.

Construction start-up BamCore is transforming the market for low-carbon building systems through its development of the world's first global

supply chain of prefab timber bamboo wall systems. BamCore walls are two to four times stronger than conventional stud-based frame walls, made from materials that sequester five to six times as much carbon, with up to 60% more thermal efficiency. Through catalytic funding from the Autodesk Foundation, in-depth technical pro bono projects, and technical training with Autodesk training partner Microdesk, BamCore has

tripled its fabrication rate, reduced on-site installation time by 50%, and gained traction with key customers to enable more sustainable building processes.

[→ Learn more](#)



Image courtesy of M2X Energy

### Converting methane waste into value

M2X Energy is using AutoCAD and Inventor 3D software to generate models of its methane-to-chemical plant layout and facilitate collaboration between teams.

[→ Learn more](#)



Image courtesy of Heirloom

### Creating a new carbon removal process with minerals

Heirloom is using AutoCAD to design direct air capture devices that withstand natural forces and achieve durability and cost goals, making the carbon mineralization process quicker and scalable.

[→ Learn more](#)

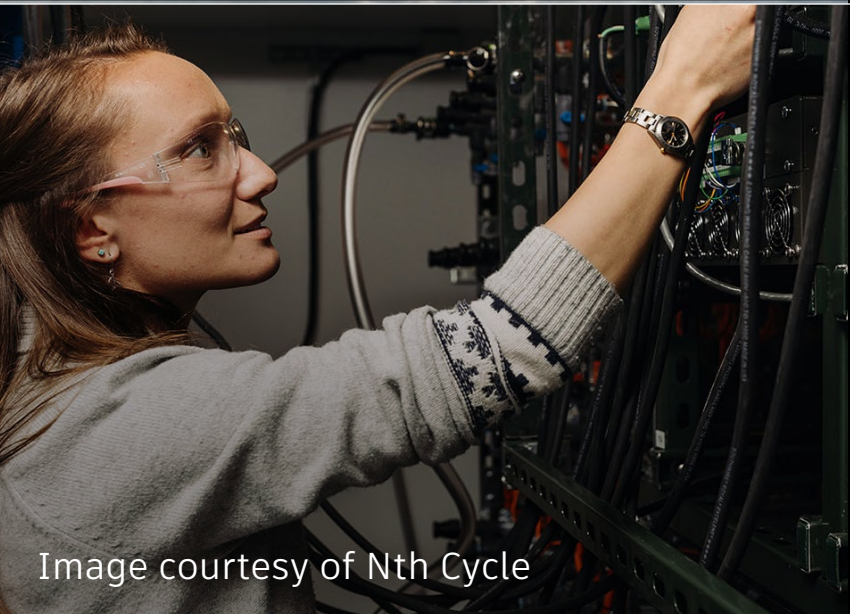


Image courtesy of Nth Cycle

### Revolutionizing materials recovery and refinement

Nth Cycle is revolutionizing materials recovery and refinement, closing the loop on electronics waste with its electro-extraction technology.

[→ Learn more](#)



Image courtesy of Prometheus Materials

### Bringing carbon-negative concrete to life

Prometheus Materials is replacing conventional Portland cement with an ultra-low-carbon bio-cement alternative.

[→ Learn more](#)





# Catalyze innovation

# Health & Resilience

The Autodesk Foundation invests in nonprofits and start-ups scaling technology-based solutions that improve resilience in low-resource communities most vulnerable to climate change.

The Autodesk Foundation focuses its investments on the built environment, agriculture, energy access, and water and sanitation, where technology and design and make can have the greatest positive impact.

From powering micro-business in Nigeria with clean energy to connecting communities to health care and economic opportunity through rural infrastructure, the Autodesk Foundation portfolio advances community health, climate resilience, and economic growth through technological innovation.

Who the Autodesk Foundation funds

**39%** of Autodesk Foundation portfolio funding in FY23

**18** nonprofits and start-ups fostering health and community resilience through technological innovation

The Autodesk Foundation invests in climate adaptation technologies that improve the health, economic opportunity, and resilience of communities in emerging markets.

Health & Resilience portfolio leadership

**56%** are BIPOC-led

**63%** are woman-led

**27%** are led by proximate leaders

The Health & Resilience portfolio prioritizes regions most vulnerable to climate change, including Sub-Saharan Africa, the Indian subcontinent, Southeast Asia, and South America. In these regions, women and local talent (often referred to as “proximate” leaders) historically face more hurdles in accessing grant and investment capital than their male and expatriate counterparts. To advance equitable access to capital in this portfolio, the Autodesk Foundation tracks its progress in supporting women innovators and local leaders from the regions in which it invests.

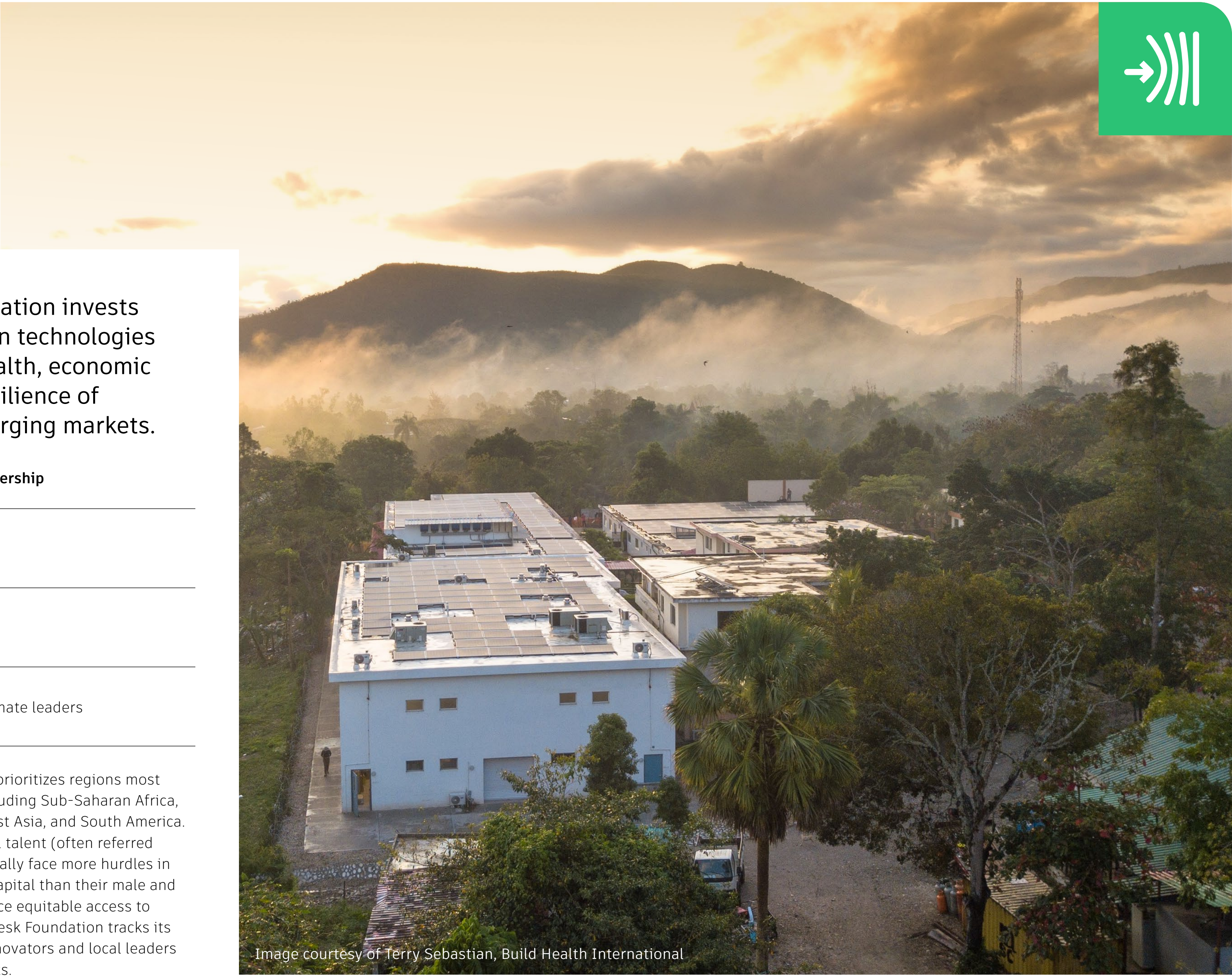


Image courtesy of Terry Sebastian, Build Health International





# Impact measurement and management

The impact of the Autodesk Foundation Health & Resilience portfolio is based on how portfolio organizations improve outcomes for beneficiaries related to environmental protection, community health and well-being, and economic advancement. Collecting and aggregating aligned metrics drives accountability across the portfolio and provides the Autodesk Foundation with useful insights to drive industry change.

To quantify this, the Autodesk Foundation relies on its portfolio's self-reported data. The Autodesk Foundation engages third-party experts such as [CEA Consulting](#) to review realized GHG emissions reduction calculations, methodology, and data sources.

➔ [Learn more](#) about the Autodesk Foundation's Health & Resilience work.

⊕ See performance metrics in the [Data summary](#)



## Portfolio impact

Metrics	FY22	FY23
 Individuals directly impacted (cumulative)	16,900,000	74,700,000
 Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)*	1,200,000	2,200,000
 People who accessed training (annual)	76,200	26,100
 People obtained new or improved jobs (annual)	1,400	5,900

➔ [Learn more](#) about the Autodesk Foundation's impact measurement and management practice.

\* The methodology to calculate this data was verified by a third-party consultant.





Image courtesy of Envision Rwanda, Bridges to Prosperity

### Connecting rural communities to critical resources

More than 250 million people lack reliable access to health care, education, and employment due to impassable rivers, dense forests, and challenging topography. Bridges to Prosperity (B2P) partners with local governments, global stakeholders, and communities to construct trailbridges that connect people to critical, life-sustaining resources.

Since joining the Autodesk Foundation Health & Resilience portfolio in 2020, B2P has utilized the full spectrum of in-kind support, including Autodesk software, technical training, and pro bono consultants to design cost-efficient, long-lasting bridges.

With the Autodesk Foundation’s support, B2P has expanded its remote technical assessment and virtual site visit programs, strengthening engagement with partners, donors, and volunteers to construct more than 500 bridges serving more than 1 million people globally.

[Learn more](#)



Image courtesy of Build Health International

### Building equitable health care infrastructure

Build Health International harnesses the power of Autodesk technology to design, build, and equip sustainable health care facilities in low- and middle-income countries.

[Learn more](#)



Image courtesy of Ampersand

### Building a hub for innovation in Nairobi

Factor[e] Ventures’ Delta40 studio in Nairobi, Kenya, is investing in innovation across Africa to increase incomes and tackle climate change.

[Learn more](#)

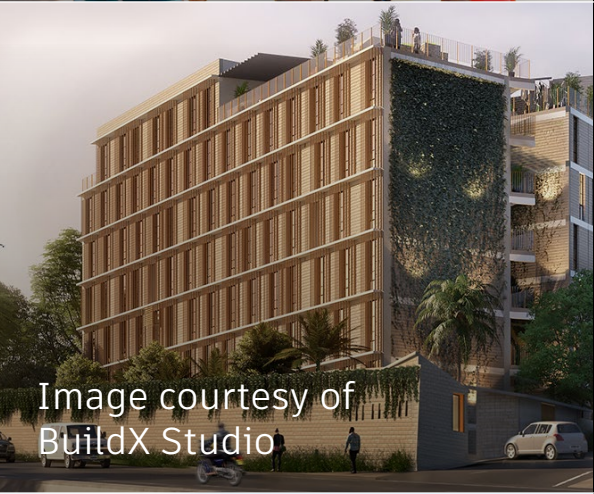


Image courtesy of BuildX Studio

### In Nairobi, sustainability equals affordability

BuildX Studio’s Zima Homes project is a sustainable, affordable housing development addressing Nairobi’s population boom responsibly and equitably.

[Learn more](#)



Image courtesy of Mortenson Center in Global Engineering & Resilience

### Making an impact where it counts most

The Mortenson Center in Global Engineering & Resilience at the University of Colorado Boulder uses Fusion 360 to upskill and enable engineering students to assess and improve global public health and infrastructure.

[Learn more](#)



Image courtesy of Okra Solar

### Bringing power to remote corners

Okra Solar uses Fusion 360 to intelligently connect and power homes in remote communities through its innovative mesh-grid rooftop solar and battery systems.

[Learn more](#)





# Catalyze innovation

# Work & Prosperity

The Autodesk Foundation invests in nonprofits and start-ups that prepare workers to thrive in the era of automation. The Autodesk Foundation supports promising solutions that help workers gain access to in-demand skills and dignified work.

The Autodesk Foundation Work & Prosperity portfolio organizations focus on upskilling and reskilling learners, facilitating quality employment for workers, and changing employer behavior within the design and manufacturing and architecture, engineering, and construction industries. While the Autodesk Foundation recognizes the crucial role that a range of organizations plays, it invests primarily in early-stage, technology-enabled start-ups, nonprofits, accelerators, and funds that help create a more inclusive economy.

Who the Autodesk Foundation funds

**28%** of Autodesk Foundation portfolio funding in FY23

**14** nonprofits and start-ups that help workers prosper in the era of automation

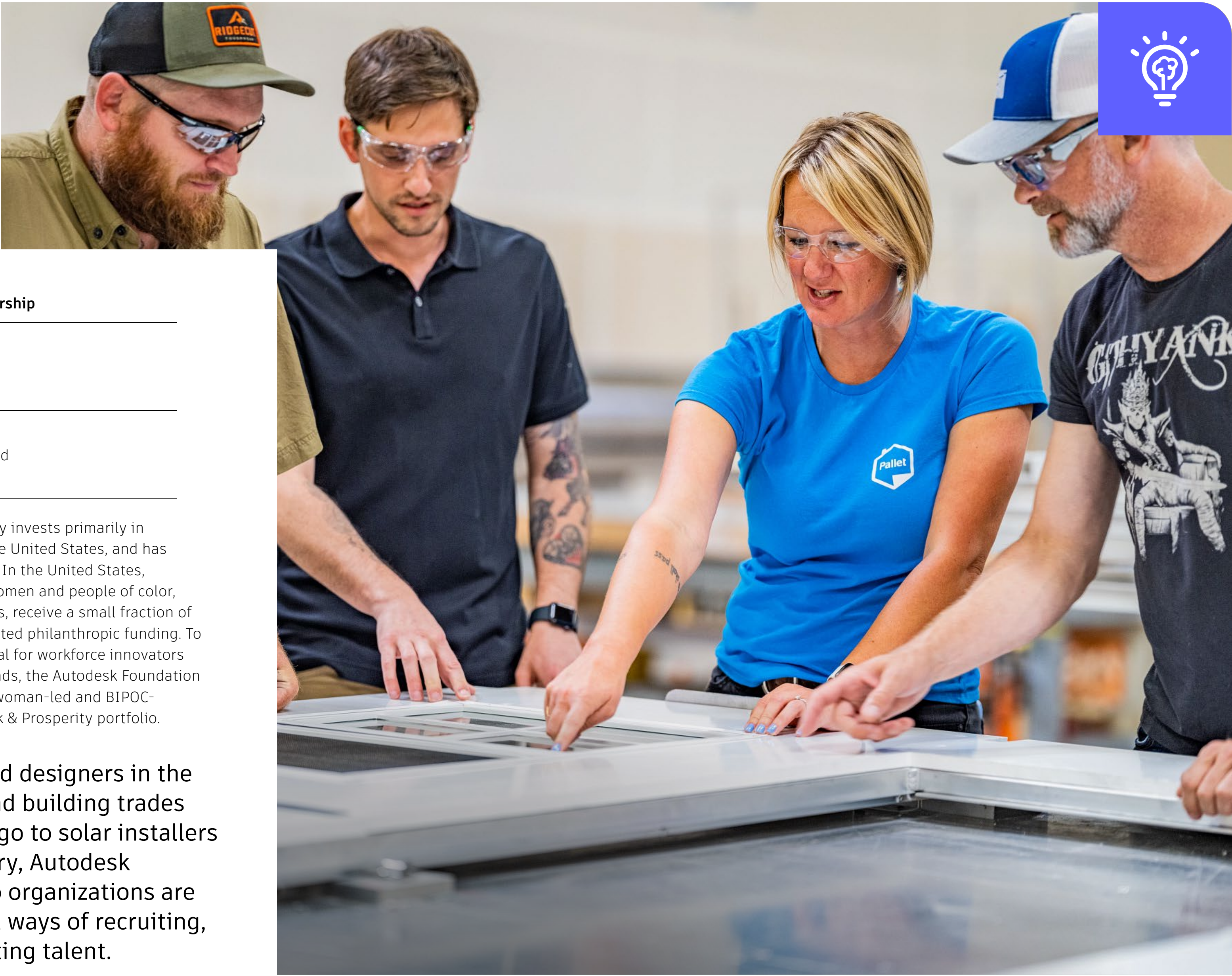
Work & Prosperity portfolio leadership

**44%** are BIPOC-led

**67%** are woman-led

The Autodesk Foundation currently invests primarily in organizations that are based in the United States, and has plans for international expansion. In the United States, start-ups and nonprofits led by women and people of color, especially Black and Latinx leaders, receive a small fraction of total venture capital and unrestricted philanthropic funding. To advance equitable access to capital for workforce innovators from underrepresented backgrounds, the Autodesk Foundation tracks its progress in supporting woman-led and BIPOC-led organizations through its Work & Prosperity portfolio.

From justice-involved designers in the Pacific Northwest and building trades apprentices in Chicago to solar installers in former coal country, Autodesk Foundation portfolio organizations are upending traditional ways of recruiting, training, and promoting talent.







# Impact measurement and management




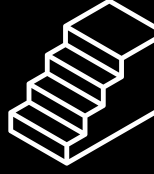
The impact of the Autodesk Foundation Work & Prosperity portfolio is based on how portfolio organizations improve outcomes related to skills acquisition and inclusive access to quality jobs. Collecting and aggregating aligned metrics drives accountability across the portfolio and provides useful insights to drive industry change. To quantify this, the Autodesk Foundation relies on its portfolio’s self-reported data.

➔ [Learn more](#) about the Autodesk Foundation’s Work & Prosperity work.

⊕ See performance metrics in the [Data summary](#)



## Portfolio impact

Metrics		FY22	FY23
	Individuals directly impacted (low-touch, cumulative)*	12,100,000	12,100,000 <sup>†</sup>
	Individuals trained (high-touch, annual)*	17,500	27,100
	Certifications and credentials facilitated (annual)	13,800	21,200
	People obtained new or improved jobs (annual)	13,500	21,200

\* “Low-touch” refers to individuals impacted through educational technology or learning platform solutions. “High-touch” refers to individuals who received formal training, either on the job or through job placement programs.

† Individuals directly impacted figure for FY23 is unchanged from prior year due to rounding and estimates based on data from FY22.

➔ [Learn more](#) about the Autodesk Foundation’s impact measurement and management practice.





## A low-carbon workforce investment

Since the early 1800s, coal has been the primary means of earning a living wage for West Virginian communities.\* Today, more than 600 coal-fired power plants in the United States have been decommissioned, and 70% of the 162 plants that only a decade ago bought West Virginia-mined coal have since shut down.†

Coalfield Development is working to rebuild and diversify the Appalachian economy by unlocking the potential of individuals facing barriers to full-time employment. Coalfield's training model provides professional, personal, and academic development opportunities to help communities transform perceived problems into opportunities.

Coalfield Development's work, along with advanced manufacturing and green jobs in Appalachia, are growing at a historic rate following its award of \$62.8 million in grant funding from the US Economic Development Administration's Build Back Better Regional Challenge for its Appalachian Climate Technologies (ACT) Now coalition.

Coalfield Development and its social enterprises use Autodesk software as a tool to change the future of advanced manufacturing and construction throughout Appalachia.

→ [Learn more](#)

\* ClientEarth Communications, "Fossil fuels and climate change: the facts," February 2022, <https://www.clientearth.org/latest/latest-updates/stories/fossil-fuels-and-climate-change-the-facts/>

† Lavelle, Marianne, "Soaring West Virginia Electricity Prices Trigger Standoff Over the State's Devotion to Coal Power," Inside Climate News, November 20, 2022, <https://insideclimatenews.org/news/20112022/soaring-west-virginia-electricity-prices-trigger-standoff-over-the-states-devotion-to-coal-power/>

Image courtesy of Coalfield Development

## Building a fair-chance employment culture

Pallet is improving social equity and inclusivity by hiring marginalized workers to construct transitional housing villages in cities with high rates of homelessness.

→ [Learn more](#)

## A new generation addressing building carbon emissions

Stacks+Joules prepares underrepresented students and workers for climate-friendly careers in building automation.

→ [Learn more](#)

## Designing inclusive learning for the future of industry

Education Design Lab is closing the skills gap in high-growth fields by delivering future-ready, employer-validated training and education programs.

→ [Learn more](#)

## Future-proofing the advanced manufacturing workforce

FAME USA is a network of employer-led chapters training the next generation of advanced manufacturing technicians for the future of work.

→ [Learn more](#)

## Closing the manufacturing talent gap

JARC Rhode Island provides cutting-edge manufacturing training and support for individuals experiencing barriers to employment.

→ [Learn more](#)



Image courtesy of Stacks+Joules



Image courtesy of Education Design Lab

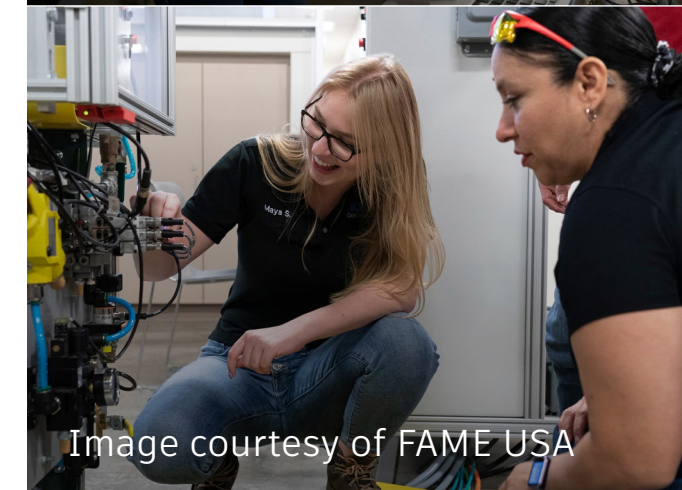


Image courtesy of FAME USA



Image courtesy of JARC Rhode Island





Philanthropy	FY2021	FY2022	FY2023
Autodesk, Inc. and Autodesk Foundation monetary contributions [US\$] <sup>1</sup>	\$16,800,000	\$18,500,000	\$23,300,000
Company product donations [US\$] <sup>2</sup>	\$28,900,000	\$41,300,000	\$53,400,000
Employee giving [US\$]	\$2,400,000	\$2,900,000	\$2,500,000
Foundation match of employee giving of time and money [US\$] (also included in the “Autodesk, Inc. and Autodesk Foundation monetary contributions” line above)	\$2,900,000	\$2,700,000	\$2,800,000
Employee volunteer hours <sup>3</sup>	21,700	23,100	20,000
Value of employee volunteer hours [US\$] <sup>4</sup>	\$590,000	\$1,300,000	\$600,000
Employee Pro Bono Consulting volunteer hours (donated to nonprofits and impact-related start-ups)	6,730	5,400	3,680
Value of employee Pro Bono Consulting volunteer hours [US\$] <sup>5</sup>	\$1,000,000	\$810,000	\$720,000

1 Data reflects combined monetary giving from Autodesk, Inc., and the Autodesk Foundation.

2 Autodesk calculates its product donations at commercial value. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community.

3 Autodesk does not track what percentage of employee volunteer activities take place during company time. Value of traditional volunteer hours aligns with annual valuation from Independent Sector (\$29.95 per hour was indexed in 2022).

4 FY21 data includes some employee Pro Bono Consulting volunteer hours. FY22 data includes all Pro Bono Consulting volunteer hours. FY23 data does not include Pro Bono Consulting volunteer hours. We estimate that approximately 20% of employee volunteer hours took place during company time. Value of traditional volunteer hours aligns with annual valuation from Independent Sector (\$29.95 per hour was indexed in 2022). FY23 does not include pro bono hours. The total if it did would be \$1,316,600. The Independent Sector released a value of \$29.95/ hour for an updated volunteer hourly rate in April 2022. <https://independentsector.org/resource/value-of-volunteer-time/>

5 Current value of pro bono is \$195/hr according to Taproot Foundation. <https://taprootfoundation.org/taproot-foundation-announces-that-the-average-hourly-value-of-pro-bono-service-is-now-195/>

Philanthropy: Impact Metrics	FY2021	FY2022	FY2023
Energy & Materials			
Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)	203,000	165,000	
Potential GHG emissions reduction by 2050, cumulative (metric gigatons CO <sub>2</sub> e)	14	20	
Health & Resilience			
Individuals directly impacted, cumulative	16,900,000	74,700,000	
Realized GHG emissions reduction, annual (metric tons CO <sub>2</sub> e)	1,200,000	2,200,000	
Individuals who accessed training, annual	76,200	26,100	
Individuals placed in new or improved jobs, annual	1,400	5,900	
Work & Prosperity			
Individuals directly impacted (low-touch,* cumulative)	12,100,000	12,100,000	
Individuals trained (high-touch)*	17,500	27,100	
Certifications and credentials facilitated, annual	13,800	21,200	
Individuals placed in new or improved jobs, annual	13,500	21,200	

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3 Autodesk does not track what percentage of traditional volunteer activities take place during company time. Value of traditional volunteer hours aligns with annual valuation from Independent Sector (\$27.20 per hour was indexed in July 2020).

4 Value updated for FY2020 to reflect changes in calculation methodology.

5 Value of pro bono hours based on hourly rates for various skills cited by Taproot Foundation. [taprootfoundation.org/doprobono/probonovaluation](https://taprootfoundation.org/doprobono/probonovaluation).





#### Forward-looking statements

This report includes estimates, projections, and other forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements generally are identified by the words “may,” “believe,” “could,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “should,” “will,” “would,” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. We continually review GHG emissions quantification methodologies and are committed to implementing best practice quantification methodologies. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with Securities and Exchange Commission. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.

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