

AUTODESK, INC.

Slavery and Human Trafficking Policy Statement

On January 12, 2012, the California Transparency in Supply Chains Act of 2010 went into effect in California. This law requires retailers and manufacturers with annual worldwide gross receipts over \$100 million (USD) to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods. The law was designed to increase transparency and allow consumers to make more informed decisions about the products they purchase.

As primarily a software company, Autodesk does not have an extensive manufacturing base or supply chain for tangible goods. However, our company is committed to promoting and protecting human rights wherever we do business. We expect our suppliers and other business partners to be committed to ethical behavior, to comply with all applicable laws and regulations, and to take action to promote the eradication of human trafficking and slavery. We will continue to work with our suppliers and refine our own requirements and processes to reinforce our commitment to human rights and a culture of ethical behavior, integrity and respect.

Verification

Autodesk has adopted a Code of Business Conduct that conveys our values and business conduct expectations, including compliance with all applicable laws and regulations. The Autodesk Code of Business Conduct is generally either incorporated by reference into agreements with suppliers or conveyed separately as an expectation for a continued business relationship. Our supplier contracts also generally contain representations or covenants of compliance with all applicable laws and regulations, and in some cases specify laws and employment standards related to manufacturing activities.

In addition, we expect procurement partners to adopt and abide by Autodesk Policy Guidelines for Suppliers, which include provisions for (1) the support of internationally recognized human rights; (2) compliance with all laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor; and (3) the promotion of fair labor practices, including the freedom to associate, and a work environment that is free from harassment and discrimination. These Guidelines are also generally incorporated by reference into procurement contracts. Our distribution partners are expected to adopt and abide by a similar provision in our Autodesk Partner Code of Conduct.

To further evaluate and address the risk of human trafficking and slavery in our supply chain, Autodesk has initiated a supplier verification program. Through this program, Autodesk sends suppliers questionnaires to assess their awareness of and compliance with the foundational principles of the California Transparency in Supply Chains Act. This program allows Autodesk to evaluate areas of risk as well as opportunities for education within its supply organization. Autodesk does not use a third party to conduct this program.

Audits

Due to Autodesk's limited manufacturing role, our company has not traditionally conducted supplier audits on these matters. But as noted above, compliance with laws promoting the eradication of human

trafficking and slavery is an expectation for Autodesk suppliers. And as part of Autodesk's verification program, we request that suppliers disclose the extent and manner of any compliance audits conducted in their own direct supply chains. We will continue to evaluate best practices in our industry and our own processes as our business evolves.

Certifications

As noted above, Autodesk has implemented a verification program in its supply chain. Through this program, we ask suppliers to certify that their company is in compliance with all relevant slavery and human trafficking laws in the countries in which they are doing business.

Accountability

Autodesk expects all of its employees and its suppliers to comply with Autodesk's Code of Business Conduct. Violations of the Code can be grounds for termination of employment and can constitute a breach of contract for applicable suppliers. Autodesk reserves the right to terminate business with any procurement partner that violates our Policy Guidelines for Suppliers, including provisions against slavery and human trafficking.

Autodesk also encourages employees, partners, suppliers and the general public to report any potential violations of the Code of Business Conduct or Code of Ethics through the Autodesk Ethics and Compliance Hotline at 855-822-9535 or via the web at www.autodesk.ethicspoint.com.

Training

Every Autodesk employee must complete annual training on the Autodesk Code of Business Conduct, and must expressly certify compliance with its provisions. Autodesk has also initiated a specialized training program for employees with procurement and supply chain management roles to provide guidance on identifying and responding to supply chain issues including slavery, human trafficking, and child labor.