

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, DC 20549

**FORM 8-K**

**CURRENT REPORT  
Pursuant to Section 13 or 15(d) of  
The Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported)

**January 22, 2026**

**Autodesk, Inc.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction of  
incorporation)

**000-14338**

(Commission File Number)

**94-2819853**

(IRS Employer  
Identification No.)

**One Market Street, Ste. 400  
San Francisco,**

**California**

**94105**

(Address of principal executive  
offices)

(Zip Code)

**(415) 507-5000**

(Registrant's telephone number, including area code)

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)  
 Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)  
 Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))  
 Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<b>Title of each class</b>	<b>Trading Symbol(s)</b>	<b>Name of each exchange on which registered</b>
Common Stock, par value \$0.01 per share	ADSK	The Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. [ ]

---

## Item 2.05 Costs Associated with Exit or Disposal Activities.

On January 22, 2026, Autodesk, Inc. (“Autodesk” or the “Company”) announced a world-wide restructuring plan (the “Plan”) that marks the final phase of its sales and marketing optimization.

Over the past few years, Autodesk has evolved its go-to-market strategy, streamlined customer engagement, and enhanced its sales channels to drive sustainable growth, while improving efficiency and driving operating margin growth. The implementation of this Plan will mark the culmination of Autodesk’s sales and marketing optimization program. Separately, the Plan also reallocates resources in certain other functions to accelerate Autodesk’s strategic priorities.

The Company expects this Plan to result in the termination of approximately 7% of its workforce, or approximately 1,000 employees, with a significant portion of the reductions occurring within customer-facing sales functions. A portion of the resulting savings will be reinvested in key strategic priorities across the Company throughout its fiscal year ending January 31, 2027.

The Company expects to incur total pre-tax restructuring charges of approximately \$135 million to \$160 million, which is primarily attributable to employee termination benefits, in connection with the Plan. Substantially all of the pre-tax restructuring charges will result in cash expenditures during fiscal year 2027 (ending January 31, 2027).

The Company expects to record pre-tax restructuring charges of approximately \$90 million to \$110 million in the fourth quarter of fiscal year 2026 (ending January 31, 2026), and the remainder during fiscal year 2027. The Company expects to complete the Plan by the end of its fourth quarter of fiscal year 2027, subject to local law and consultation requirements.

## Item 7.01. Regulation FD Disclosures.

The Company continued to execute its strategic plans effectively during the fourth quarter of fiscal year 2026, driving strong and consistent business performance. As a result, the Company now expects its fourth quarter of fiscal year 2026 and full-year billings, revenue, non-GAAP operating margin, non-GAAP earnings per share, and free cash flow to all be above the top end of its guidance as provided on its third quarter of fiscal year 2026 earnings call on November 25, 2025. The Company intends to exclude the charges associated with the Plan from its non-GAAP financial measures.

A letter to the Company’s employees from Andrew Anagnost, the Company’s President and Chief Executive Officer, regarding the reduction in force under the Plan is furnished herewith as Exhibit 99.1 and is incorporated herein by reference.

The information in this current report on Form 8-K Item 7.01 and the exhibit attached hereto shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, regardless of any general incorporation language in such filing.

## Item 9.01. Financial Statements and Exhibits.

### (d) Exhibits.

<u>Exhibit No.</u>	<u>Description</u>
99.1	<a href="#">Letter to Autodesk, Inc. Employees from Andrew Anagnost dated as of January 22, 2026</a>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

### *Caution Regarding Forward-Looking Statements*

This report and its exhibit(s) contain forward-looking statements that involve risks and uncertainties, including statements regarding the Plan; its expected impact, costs, benefits, and accounting treatment; estimated quantitative information regarding the Plan; the update to the Company’s previously stated guidance and the impact of the Plan on such guidance; statements regarding our strategies; and all statements that are not historical facts. There are a significant number of factors that could cause actual results to differ materially from statements made in this report, including: the risk that we may not realize the anticipated benefits of the Plan to the extent or as quickly as anticipated or at all, the risk that the Plan costs and charges may be greater than anticipated, the risk the Plan could negatively impact to our ability to recruit and retain skilled personnel, the risk that the Plan could negatively impact our business operations, the risk that we do not meet our updated guidance expectations, and other economic factors. Further information on potential factors that could affect the Plan or our financial results are included in Autodesk’s Form 10-K and subsequent Forms 10-Q.

which are on file with the U.S. Securities and Exchange Commission. Autodesk disclaims any obligation to update the forward-looking statements provided to reflect events that occur or circumstances that exist after the date on which they were made.

---

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**AUTODESK, INC.**

*/s/ JANESH MOORJANI*

---

**Janesh Moorjani**

**Executive Vice President and Chief Financial Officer  
(Principal Financial Officer and Principal Accounting Officer)**

Date: January 22, 2026

**DATE / TIME:** Thursday, January 22, 2026, ~5:55 am PT

**FROM:** Andrew Anagnost, President and CEO

**TITLE:** Organizational update to our employees: Our path forward and workforce changes

All,

Today we are announcing enterprise-wide organizational changes as part of entering the next phase of our strategy. We are making the difficult decision to reduce the size of Autodesk's workforce by approximately 7% globally (around 1000 roles), with most of the impact in our customer-facing sales teams. The primary driver of today's action is the completion of our multi-year go-to-market (GTM) transformation.

### **Why we are doing this**

Last year we shared that we were beginning a two-year journey to modernize our GTM organization. The majority of today's action is focused on completing the final phase of that journey. Additionally, we are making smaller, targeted adjustments to further align our organization with the opportunities ahead. In priority order, this reduction is driven by three key strategic shifts:

- **Completing our GTM transformation:** Over the past several years, we've modernized our go-to-market model, simplifying how customers engage with us, and intentionally built a foundation aligned with where the industry is heading. With this action, the sales optimization phase is now essentially complete, and we have a stronger, more efficient foundation to support our next chapter of growth.
- **Expanding our AI, platform, and industry cloud leadership:** We've built a strong foundation across our industry cloud, platform, and AI, positioning Autodesk to deliver more connected, intelligent, and valuable solutions. As we move into the next phase of executing our strategy, we're reinvesting in and scaling these capabilities to unlock greater customer value and support long-term growth.
- **Strengthening our corporate functions:** As the business environment evolves, corporate functions are essential to Autodesk's continued strength. We're realigning our investments to ensure these teams remain resilient, modern, and scalable as they support transformation across the business.

I recognize the weight of this news, particularly as it follows the organizational changes we made last year. I want to be clear that this will not become an annual process at Autodesk and these changes are not driven by the external environment or an effort to replace people with AI. We remain steadfast in our belief that technology is only as powerful as the people who use it and humans will always be the most important part of the equation. This announcement reflects a deliberate decision by leadership to align our organization with our long-term strategy and the opportunities ahead.

## **A note of thanks**

To our team members who are impacted, I want to extend my sincere appreciation for your contributions to Autodesk. Many of you have been instrumental in the transformation journey that brought us to where we are today. You have built the foundation of this company and will always be a part of Autodesk's story.

## **What to expect next**

Autodesk will immediately begin the process of informing employees whose roles may be impacted. These conversations will take place beginning January 22. Employees whose role may be impacted will hear directly from a leader in their management chain, though timing and approach will vary by country. In a few countries, this is a consultative process which will be conducted in accordance with local laws, with decisions finalized once the process has concluded.

We are committed to treating impacted employees with care, respect, and transparency. Autodesk will support any exiting employees throughout this process with severance, benefits continuation, and career transition assistance, where applicable.

## **Looking forward**

To the team taking us forward, saying goodbye to colleagues while also supporting the company's evolution is incredibly difficult. I recognize the uncertainty this brings, but these choices are essential to our readiness to lead the next era of Design and Make.

I am confident in our strategy and in the people of Autodesk who will bring it to life. As I said at Investor Day, our best days and biggest growth opportunities are ahead of us. And I've never been more confident in the long-term value we are creating, for our customers and for the industries that shape the world.

Thank you for your continued dedication to our mission and to each other.

Andrew