



March 16, 2021

Stephanie Tang
Director and Senior Corporate Counsel, Securities and Corporate Governance
Autodesk, Inc.
111 McInnis Parkway
San Rafael, California 94903

Dear Ms. Tang,

We hope this finds you well. We want to thank you for your time in our recent meetings. At Nia Impact Capital (Nia), our core objective is to generate a competitive rate of return, while creating a positive impact for investors and for our communities and our planet. We have been pleased to learn that forced arbitration is not a practice that Autodesk uses, beyond its contract with its CEO. As we have discussed, we encourage the company to also remove, or make voluntary, the use of arbitration for Mr. Anagnost.

With its signature below, Autodesk confirms its agreement to the following:

- Publish on its website that arbitration is not requested or required of its employees.
- Continue to hold good-faith future conversations with Nia on Autodesk's workplace equity practices.

Autodesk:

_____ Date: 3/16/21

Nia's signature confirms that it has formally withdrawn the shareholder resolution it submitted for inclusion in Autodesk's 2021 proxy statement.

Kristin Hull Nia Impact Capital:

_____ Date: 3/16/21 Kristin Hull, CEO

