

Sustainability Report

2020 | Changing tomorrow, together.



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By leveraging the convergence of simulation, HPC, and AI, Altair helps bring safer and more sustainable products to market faster, all while reducing costs, weight, and carbon footprint. It's through our core values that we are determined and committed to make the world a better place.

Altair is changing tomorrow, together.

Overview





Altair accepts the challenge to get better. We are at the most exciting time in our history for our technology, software products, and people.

Letter from Our CEO

When we founded Altair in 1985, we believed in creating a company to help our customers be more competitive and also be a great place to work.

Our culture and values have always supported a very diverse workforce, with flexible workplace policies, and support for families and work-life balance. We have always worked hard to do the right things, which has created a unique workplace. As a result of this approach, our attrition rates have always been very low.

We define Altair’s culture as one of innovation where we envision the future, communicate honestly and broadly, seek technology and business “firsts,” and embrace diversity and risk taking. We achieved much success by staying true to who we are, and this has translated to success for our employees, customers, partners, and shareholders while also helping us contribute to a more sustainable future.

Altair accepts the challenge to get better. We are at the most exciting time in our history for our technology, software products, and people. Our ability to have a positive impact on global issues like sustainability, diversity, and increased opportunity for under-represented groups will continue to grow as we do. We are determined and committed to help the world be a better place.

Thank you for your support.

James R. Scapa
Founder, Chairman, and Chief Executive Officer

Altair at a Glance

Transforming the Future with the Convergence of Simulation, High-performance Computing, and Artificial Intelligence

Altair (Nasdaq: ALTR) is a global technology company that provides software and cloud solutions in simulation, high-performance computing (HPC), and artificial intelligence (AI). **Altair enables organizations across broad industry segments to compete more effectively in a connected world while creating a more sustainable future.**

Our technologies are woven into the fabric of everyday life. Wherever you are, and whatever you are doing, Altair's solutions surround you – keeping you safer, more connected, and more productive. They can be found in big places and small – on highways, hospitals, and hockey rinks, in stadiums, skyscrapers, and subways, and in banks, bikes, and boats.

Our vision is to transform enterprise decision-making by leveraging the convergence of simulation, HPC, and AI. For more than 35 years, Altair has helped companies in their digital transformation efforts to make smarter decisions, save costs, reduce waste, accelerate time-to-market, improve business performance, and evolve to a data-driven culture.

By solving our customers' toughest challenges and delivering unparalleled service, we are helping the innovators innovate, make better decisions, and turn today's problems into tomorrow's opportunities.

\$469M

FY20 Revenue

3,000+

Engineers, Scientists, and Creative Thinkers

12,000+

Customers Globally

86

Offices in 25 Countries

150+

Altair and Partner Software Products

COMPETITIVE ADVANTAGE: BROAD PORTFOLIO OF COMPREHENSIVE SOLUTIONS

The evolution toward a smart, connected everything is changing the world and Altair is leading this evolution. Our simulation and AI-driven approach to innovation is powered by our broad portfolio of high-fidelity, physics-based solvers, best-in-class technology for optimization and HPC, and end-to-end platform for developing AI solutions.

We believe in democratizing our technologies to deliver more power to our customers through:

- A flexible, patented units-based licensing model, which lowers barriers to adoption and increases technology utilization;
- Anytime, anywhere access to Altair solutions;
- Seamless integration with third-party software applications at no incremental cost;
- And our open architecture philosophy, which integrates with other software tools, including those of our competitors.

Our scientists, engineers, and creative thinkers are the brains behind some of the world's most innovative breakthroughs. Our 1,000+ strong software developers leverage their decades of commercial software development expertise, which is unmatched in the market.

Altair's patented, flexible licensing model revolutionized the way our customers use software by lowering adoption barriers and creating broad engagement. We see ourselves

as the Netflix of enterprise software, allowing shared and on-demand access to our offerings, along with partner products.

Our growing list of partnerships - with companies including NVIDIA, HPE, Intel, Google, AWS, Oracle, and Microsoft - and acquisitions of 30+ companies or strategic technologies gives us a differentiated, open-architecture solution portfolio.



OUR SOLUTIONS INCLUDE

Data Analytics and AI

Market leading enterprise data preparation, predictive analytics, and visualization solutions that fuel business and engineering analytics.

Design, Modeling and Visualization

Modeling and visualization tools that allow advanced physics attributes to be modeled and rendered on top of object geometry in high fidelity.

Internet of Things (IoT)

Connected products, including tools that enable device enablement, data capture and management, edge computing, digital twins, data visualization, and predictive/prescriptive analytics.

Physics Simulation

Mathematical software “solvers” that use advanced computational algorithms to predict physical performance.

HPC and Cloud Computing

Maximizing the use of complex computing resources and streamlining the workflow management of computing-intensive tasks.

Altair Partner Alliance

Gives customers broader access to an extended range of third-party software solutions using existing Altair Units at no additional cost. Extends simulation and design capabilities even further to create superior products faster.



[Learn more about Altair's Solutions](#)

Our Vision and Sustainability Impact

Altair's vision is to transform enterprise decision making by leveraging the convergence of simulation, high-performance computing, and artificial intelligence.

By applying our world-leading software, our customers bring safer, more satisfying, and more sustainable products to market faster. They optimize material use and reduce cost, weight, and carbon footprint. And by leveraging data analytics and HPC workload management they bring the power of high-fidelity models, machine learning, AI, and improved decision-making to industries ranging from engineering to finance.

We also conduct our business in a manner that manages environmental issues responsibly.

We fulfill this commitment by:

- Complying with local environmental regulations across all our global offices
- Conducting operations in an environmentally sound manner
- Demanding appropriate environmental practices throughout our supply chains

20+

Altair Products Contribute to Sustainability

Altair® OptiStruct® usage is responsible for reducing many

millions of tons

of CO2 emissions.



SHARED INFRASTRUCTURE

We offer cloud-based applications which allow efficiently scaled and shared infrastructure to be used by multiple organizations, thus eliminating countless independent compute server installations and giving access to a broad range of applications relevant to sustainable design.

SUSTAINABLE DESIGN

We enable structural optimization to inspire and refine product designs that minimize material usage and maximize performance. Customers can utilize simulation-driven innovation to rapidly develop products, processes, and experiences in a virtual world without the carbon and waste stream impact of multiple physical prototypes.



OPERATIONAL EFFICIENCY

We empower our HPC customers' workload management to ensure efficiency of energy usage and run time. Altair supports additive manufacturing and other advanced manufacturing techniques to embody the most optimal designs developed from simulation methodologies at the lowest cost.

MATERIAL EFFICIENCY

Engineered plastics and laminate composites offer the design freedom to meet lightweighting and cost requirements for complex parts. High-quality plastic materials can be produced quickly and at high volume, but holistic



simulation is needed to tailor materials to the individual product requirements. Altair offers a comprehensive set of engineering plastic solutions to produce innovative plastic parts quickly and reliably.

Additive manufacturing (AM) isn't just for rapid prototyping, research projects, and advanced engineering teams. It is now a viable production solution, and Altair provides a robust simulation tool chain to support production designs created specifically for AM.

Our Strategy and Commitments

Corporate and Social Responsibility is Core to How Altair Operates

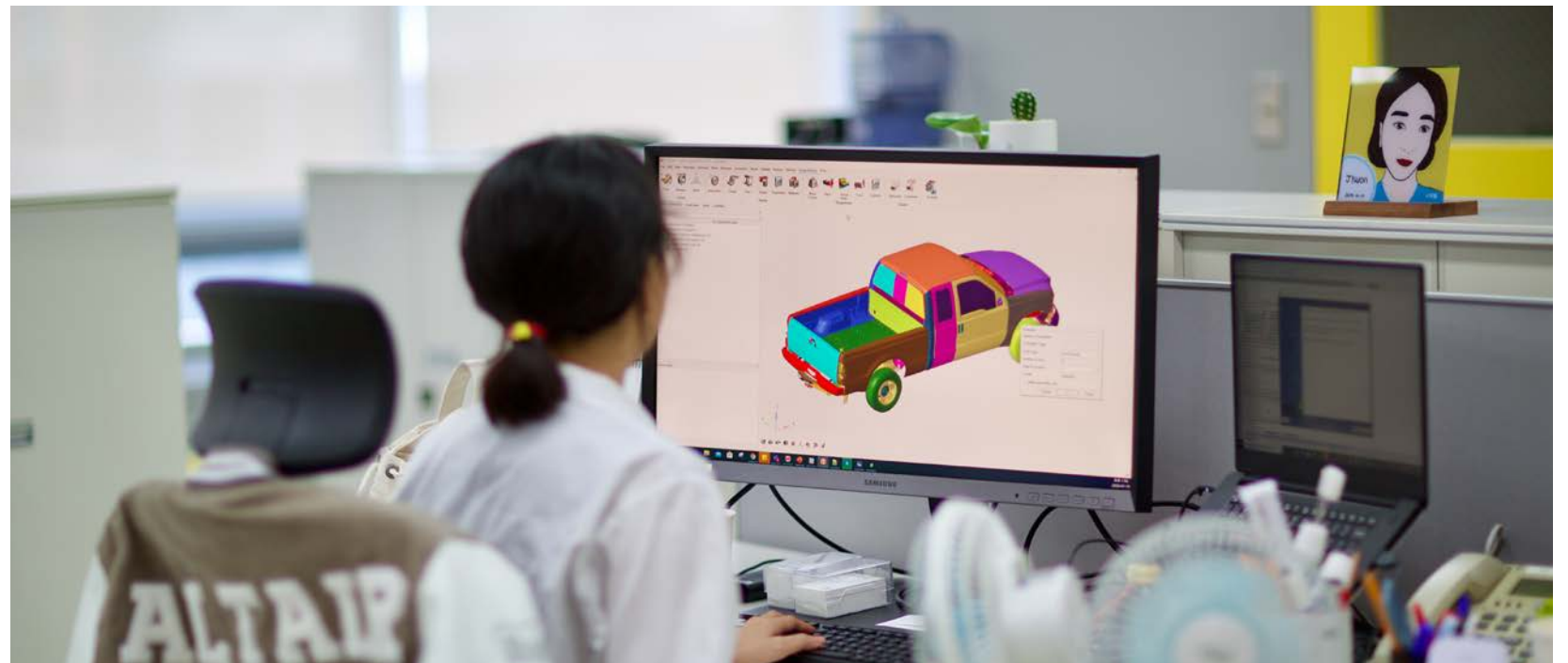
Altair is committed to remaining responsible worldwide. For decades, our employees and their families have been almost evenly distributed between APAC, EMEA, and the Americas. As a result, we emphasize a world view of humanity and consider it our responsibility to be a positive actor and voice for the health of people and the planet.

Our core mission is to leverage technologies that enable the convergence of simulation, HPC, and AI to improve the efficiency, safety, and health of the human experience. As we continue investing in our software products, we do so with the belief that we play an essential role in reducing material usage, energy consumption, and carbon emissions.

We are committed to investing in these technologies while improving our position as a leader in global workforce diversity as well. As a global company, we understand how important it is to provide opportunities

for personal growth and achievement regardless of gender, race, religion, or socioeconomic background.

We will continue tracking and reporting numbers that we feel are important to help us on our path, and we look forward to our shared journey.



People



Culture

Altair Fosters a Culture of Global Diversity, Professional and Personal Development, and Innovation.

When the most innovative minds and the best technology converge, anything is possible. We believe that by bringing together the vast, ever-evolving worlds of simulation, HPC, and AI, we're not just helping redefine the way the world creates – **we're redefining what's possible.**



We envision the future and encourage an entrepreneurial mindset and spirit with the opportunity to communicate honestly, and broadly across the organization.



From flex time to telecommuting, we believe maintaining a healthy work / life balance is critical.



With access to the latest training, tools, and technology, our work spans multiple industries across the globe to aid your career development.



Our collaborative environment fosters a culture of connectedness, sustainability, and social responsibility worldwide.



We offer a variety of wellness initiatives that keep us moving forward. Across the globe we offer onsite and virtual health visits, yoga, Pilates, stretching, and more.



We provide a total rewards package that includes salary, time off, holidays, insurance, corporate discounts, incentives, and an employee stock purchase program.

Our Values

Change Tomorrow, Together.

These values have been at Altair since the company was established and are in our DNA. Our four values fuel the way we innovate, the way we collaborate and problem solve, the way we communicate effectively, and the way we embrace diversity. We don't just talk about our values, we live them.

ENVISION THE FUTURE

We follow a long-term vision that transforms markets and creates new opportunities for a sustainable future without boundaries.

COMMUNICATE HONESTLY AND BROADLY

We share information transparently to ensure broad awareness, engagement, and collaboration. We believe sharing knowledge is crucial for solving problems and fostering innovation.





SEEK TECHNOLOGY AND BUSINESS “FIRSTS”

We solve our customers’ challenges by being “first” to deliver cutting-edge technology and business solutions fueled by our innovation, market strategy, and talent.

EMBRACE DIVERSITY AND TAKE RISKS

Our employees’ diverse perspectives and experiences are a competitive advantage for us, and help us innovate, problem-solve, and achieve endless possibilities.

“

Altair makes great products, but it is really the people that make Altair such a rewarding place to work. Their drive to solve the most challenging of problems is really inspiring. I’m always learning something new from the many creative and talented folks at Altair.

Greg Delbridge, Technical Director, Altair Canada

Diversity and Inclusion

Diverse Culture Fosters Innovation

At Altair, we recruit top talent and invest in our global workforce to fuel diversity, professional and personal growth, and innovation. With more than 3,000+ employees our retention rate is well beyond the industry standard, and a testament to our engaging, inclusive culture.



At Altair, we don't just talk about diversity, we aggressively work to achieve it. I don't just mean gender diversity, but religious, ethnic, and cultural diversity. Since we founded Altair 34 years ago, I have worked alongside many leaders at Altair to create environments where smart people from all walks of life can respectfully exchange ideas and inspiration. A place where "a-ha" moments are born."

Jim Scapa, CEO

25
Countries

3,000+
Employees

50
Nationalities

75+
Languages Spoken

2%
EMEA Workforce Covered by WC

8+ years
Average Tenure of Current Workforce

Employee Resource Groups

We Believe that Empowering Each Individual Authentic Voice Encourages an Entrepreneurial Mindset

From day one, diverse backgrounds and experiences have been essential to our long-term success and growth. We strive to create a comfortable and safe working environment for all people, regardless of gender, ethnicity, religion, age, political affiliation, sexual orientation, or disability.

Together we are on a path to make a difference. Our employees take their work seriously, and put their hearts and souls into developing unique, game-changing solutions that improve our world.

Launched ABERN Book Club to Promote Open-ended Culture Discussions

Logged 130+

hours of discussions among Altairians around the globe.

ALTAIR BLACK EMPLOYEE RESOURCE NETWORK (ABERN)

The strength of the Altair brand and corporate culture is firmly rooted in diversity and inclusion. Altair's history demonstrates a belief that empowering each individual authentic voice reinforces a culture that thrives because of the uniqueness among our team. ABERN is committed to actively engaging Altairians to support this goal.



ABERN's founding members.

ALTAIR WOMEN IN TECHNOLOGY (WiT)

Altair WiT was established to develop and empower women in technology, with an emphasis on women at Altair. The unique perspectives, ideas, and experiences that women bring to Altair help to establish a more diverse and inclusive workforce and ultimately thrive as one united, global team working every day to impact our world one customer at a time.

33%
FEMALE CEO
DIRECT REPORTS

20%
OF EMPLOYEES
ARE WOMEN

29%
WOMEN ON
ALTAIR'S BOARD
OF DIRECTORS

28%
OF EXTERNAL
HIRING ARE
WOMEN

30%
OF INTERNS
ARE WOMEN



Altair gave me the opportunity to work with a global team of more than 100 engineers operating from ten global offices. As the VP of Altair's Enterprise Solutions Group, we strive to make work more efficient by automating and optimizing workflows, and by tailoring solutions to our customers' individual needs."

Karin Hirschberger, VP Enterprise Solution Group

Innovators of Tomorrow

Internship Program

Altair's internship program is founded on three pillars: Technical, Professional, and Social. Because of this, Altair offers a cutting-edge internship program that fosters innovation, teaches leadership, and instills a passion for making a difference.



I got the chance to assimilate trends in software development while interacting with customers and consulting with internal teams. There are no limits to learning and showcasing your talent at Altair.”

Vibor Rajput, 2020 Intern



1 in 3

Students are Female



14

Countries Globally



100%

Intern Satisfaction



75

Global Universities Represented

Community Involvement

Partnerships that Promote Our Commitment to Our Communities

Altair is proud to support and embrace the missions of these amazing organizations:

Partnerships in U.S.

- AnitaB.org
- Data Science for All (DS4A)/Empowerment
- Detroit Area Pre-College Engineering Program (DAPCEP)
- FIRST Robotics Competition
- Michigan Council of Women in Technology (MCWT)
- National Society of Black Engineers (NSBE)
- Society of Women Engineers

Partnerships in EMEA

- Cash for Kids
- Deutsche Krebshilfe
- Mind
- Rädde Barnen
- Refuge
- Round Table 182 Tubingen
- Save the Children
- Managers Without Borders
- The Trussell Trust
- unicef
- Wasser Stiftung Water Foundation
- Wings for Life World Run

Partnerships in APAC

- Green Umbrella Children's Foundation
- IIT Madras
- Karnataka State Council for Child Welfare
- Parikrma Humanity Foundation
- SayTrees

Professional Development

Altair's Culture Promotes Professional and Personal Growth

FREEDOM TO DISCOVER & GROW

- Opportunity to explore technical trends and breakthrough technologies
- Collaboration with universities in adopting our technologies through joint research and innovative projects
- Cadence of performance reviews, global mobility, global talent reviews, and mentoring

PROMOTE PERSONAL WELLBEING

- Healthcare: medical, dental, vision, prescription, disability, insurance
- Family support benefits: flexible work environment, parental leave, holiday and vacation programs
- Wellness: employee assistance programs, onsite clinic, fitness facilities, yoga/meditation/Pilates programs, community involvement, charitable donation matching
- Financial wellbeing: employee stock purchase program, pension retirement plans, financial planning and training, discount program, and tuition reimbursement

INTERNAL TRAINING OF OUR TECHNOLOGIES

- Altair technology and product suite training
- Leadership and team competency training
- Sales training on customer care and enterprise sales skills



Our Culture Fuels Innovation

Investing in our World-Class Workforce Drives Us Forward

Our strongest assets are our 3,000+ global innovators, scientists and creative thinkers. At Altair, we put our heart and soul into developing unique, game-changing solutions that solve our customers' toughest challenges. We are on a path to improve our world, our future, and to make a difference.

Our human capital strategy focuses on recruiting the best and brightest, rewarding and celebrating success, and retaining top talent.

72%

TECHNICAL
EMPLOYEES

14%

WOMEN IN TECH

6%

TURNOVER
RATE

“Altair has an open culture with broad communication and high collaboration. I was impressed from the beginning that every colleague was helpful at any time worldwide. I believe we are one of the most innovative companies and are ready for the future. If there is a problem we solve it quickly and proactively.”

Altair Employee, Germany

All About the People

Priorities in the Chaos of COVID-19



Gilma Saravia, Chief People Officer

Just two weeks into my new role as chief people officer, I found myself mobilizing a team to live up to my new title – to guide and protect our global team during an unprecedented pandemic. Talk about a quick and steep onboarding. When engulfed in a crisis, you get to experience the true DNA of a company. Today, I am overwhelmed and humbled at how our community of customers, partners, and employees have come together.

Envisioning the future has served as our true north. Instead of focusing on short-term gains, we rejected rash decisions and continued to offer innovations around new ways to work, partnered with customers, and collaborated as one global team. As a result, our global workforce has remained productive, engaged, and optimistic about the future.

Communicating honestly and broadly has been another important element. In assessing the risks of COVID-19, our CEO Jim Scapa acted without hesitation to deploy a work-from-home strategy to ensure our employees across 86 offices in 25 countries remained safe and connected. He was ahead of the curve in taking drastic measures to keep our team healthy and safe.



Today, our global workforce continues to come together to support each other in countless ways, whether it's our internal medical team offering virtual health and wellness programs...

...(like Pilates, meditation, mental health tips, and information sessions by medical professionals to educate and answer questions about COVID-19) or individual Altairians organically sharing healthy recipes and activities for children and families.”

And I am proud to say that one of our regional offices was even able to procure masks for all Altairians and their families.

We are already thinking about what is next, and of course, we will continue to adhere to local governmental and regulatory guidelines. Right now, we are preparing for a safe and responsible return to all our offices around the world. Part of the strategy includes holding site training so employees are comfortable and aware of new health and safety protocols that will be implemented.

We are also planning to allow employees to continue to work from home, knowing they will always have an office they can return to when needed.

97%

COVID-19 Response Satisfaction

97%

Leadership Action in Response to COVID-19

Products



Our Technology

Our software technology and consulting services are key to designing a healthier and more sustainable future for humanity.

Our efforts:

- Enable structural optimization that inspires and refines product designs that minimize material usage and maximize performance
- Conduct HPC workload management that ensures energy usage and run time efficiency
- Utilize simulation-driven innovation to rapidly develop products, processes, and experiences in a virtual world without the carbon and waste stream impact of multiple physical prototypes
- Employ additive manufacturing and other advanced manufacturing techniques to embody the most optimal designs developed from simulation methodologies at the lowest cost

- Offer cloud-based applications which allow multiple organizations to use efficiently scaled shared infrastructure, thus eliminating countless independent compute server installations and giving access to a broad range of applications relevant to sustainable design

SUSTAINABILITY HIGHLIGHTS

Altair® OptiStruct® usage increased tenfold between 2013 and 2020. As the world's leading tool for material optimization and weight reduction, this continuing trend bodes well for targeted reductions of material usage, fuel consumption, and CO2 emissions.

We believe OptiStruct is **responsible for reducing many millions of tons of CO2 emissions**, and we look forward to accelerating this positive impact with continued growth in optimization technology applications by our customers.



The International Energy Agency (IEA) recently published two significant reports. The first, from March 2019, is “Material Efficiency in Clean Energy Transitions¹.” The second, from June 2021, is “Net Zero by 2050 - A Roadmap for the Global Energy Sector².” **Altair is aligned with the goals and milestones set by the IEA**, an intergovernmental agency formed by the Organization for Economic Co-operation and Development (OECD).

The IEA makes several things clear, including:

- There is much work to do to achieve a net-zero carbon footprint by 2050
- Materials efficiency plays a key role in this transition across industries and technologies

¹ March 2019. Material Efficiency in Clean Energy Transitions. IEA Publications. https://iea.blob.core.windows.net/assets/52cb5782-b6ed-4757-809f-928fd6c3384d/Material_Efficiency_in_Clean_Energy_Transitions.pdf

² June 2021. Net Zero by 2050. A Roadmap for the Global Energy Sector. IEA Publications. https://iea.blob.core.windows.net/assets/beceb956-0dcf-4d73-89fe-1310e3046d68/NetZeroBy2050-ARoadmapfortheGlobalEnergySector_CORR.pdf



ALTAIR CSR PRODUCTS

Sustainability Goal	Reduced Material Usage	Renewable Energy	Electrification and Advanced Communications	Waste Stream Reduction	Reduced Fuel Consumption
International Energy Agency (IEA) Target	Pursuing material efficiency strategies to their practical limit in the Material Efficiency variant reduces steel use by an additional 15% and cement use by another 17% in 2060.	Carbon emissions Net Zero by 2050.	Almost 30% of the 170 Gt CO2 cumulative emissions reductions from the use of low emissions electricity in the NZE comes from technologies that are currently at prototype or demonstration stage, such as electricity based primary steel production or electric trucks.	The goal also aims to substantially reduce waste generation through prevention, reduction, recycling and reuse.	A general rule is that a 6-7% reduction in specific fuel consumption can be achieved for each 10% reduction in vehicle kerb weight.
Altair Products	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® EDEM™	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® AcuSolve®, Altair® ultraFluidX®	Altair® Feko®, Altair® Flux®, Altair FluxMotor®, Altair Compose®, Altair Activate®, Altair Embed®, Altair® Pollex™	Altair® SmartWorks™, Altair® Knowledge Studio®, Altair® Monarch®, Altair® Panopticon™	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® AcuSolve®, Altair® ultraFluidX®
Altair Solutions	Structural Analysis and Optimization	Structural Analysis, Optimization, and CFD	Electromagnetics, Electronic System Design, and Systems Modeling	AI, Data Analytics, Data Streaming, and Visualization	Structural Analysis, Optimization, and CFD

SOM Achieves Sustainability Objectives Through Innovative Design

Designers and engineers at Skidmore, Owings & Merrill (SOM) are considerate of the materials they use in projects and aim to create designs that use fewer materials so they can reduce cost and environmental footprint. With this in mind, a perfect addition to enhance their design workflow was Altair® OptiStruct®.

The structural design specialists at SOM used OptiStruct to generate an ideal project plan that considered sustainable regulations and manufacturing constraints. With this unique design, SOM was able to minimize the weight of the building and use fewer materials, reducing cost for both the client and contractor. Specifically, the SOM team reduced the steel needed by 10 percent while improving the global performance of the structural system.

The building received LEED® Platinum certification and reached the GSA's 2020 energy objective. It has also won more than 35 awards for its creative and timeless design.

Read the full customer story [here](#).



Research and Development

R&D Propels Altair Forward

Our R&D efforts enhance the functionality, breadth, and scalability of our software, address new use cases, and develop additional innovative simulation technologies. Timely development of new products maintains our competitive position, and we release new versions of our software on a regular basis.

Customer feedback, combined with our roadmap, allows us to deliver long-term value and stay ahead of market trends. The majority of the product enhancements and new capabilities added to our offerings over the years have been developed internally, with acquisitions used to augment our capabilities with strategic technology.

Our R&D initiatives foster a culture of innovation within the organization, helping us attract and retain a highly motivated team. Altair's research and development team consists of approximately 1,200 people worldwide. We maintain research and development centers with specific technical expertise in several regions throughout the Americas, Asia-Pacific, Europe, the Middle East, and Africa.

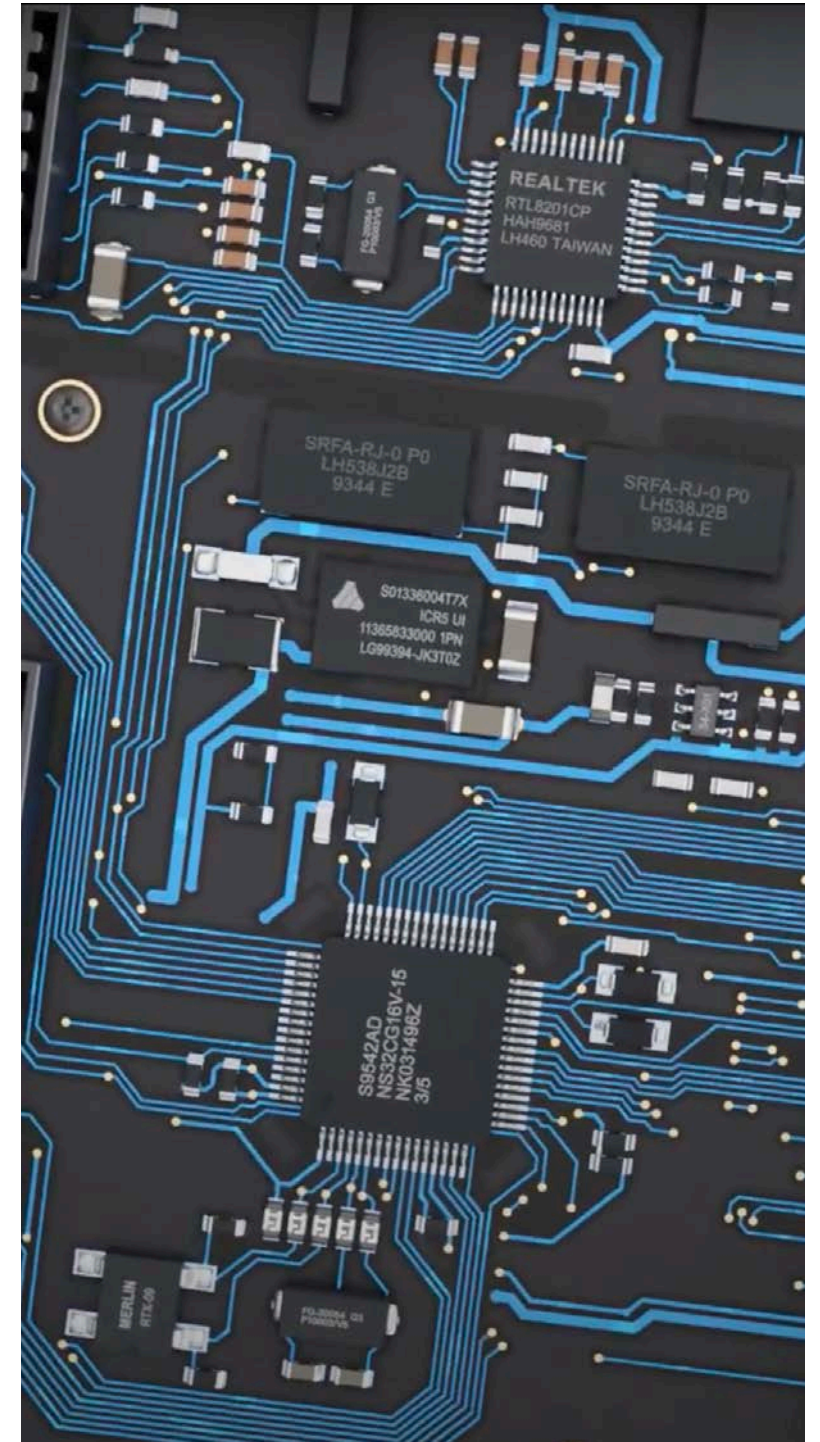
\$126M

Spent in 2020

27%

of Revenues on R&D

Products: Research and Development



Our Customers' Use of Our Technology

Schiebel Group

FLY HIGH WITH OPTIMIZATION

Optimizing Camcopter® S-100 Design at Schiebel with Altair Solutions

“Altair solutions helped us create a topologically optimized engine part for our CAMCOPTER S-100 and an efficient design that meets all demands. Using simulation enabled us to leverage the full potential of additive manufacturing and allowed us to accelerate our time to market. Thanks to Altair’s technology expertise and support, we are able to realize significant time and cost savings and offer our customers exceptional cost-benefit ratio.”

Dominik Kohl, head of additive manufacturing, Schiebel Group

Read full case study [here](#).

50%

Weight Reduction

15%

Cost Savings



Our Customers' Use of Our Technology

“To us, Altair SimSolid means efficiency.

While the software quickly provides accurate simulation and optimization in one step it does not require any expert knowledge. No expertise in analysis is necessary and especially no meshing is required. Also, SimSolid helps our designer to shape chassis components with confidence based on the SimSolid simulation.”

Anthony Reullier, Digital Simulation Specialist and CAE Leader, Renault

“PolIEx PCB verification solution was initially adopted to reduce manufacturing defects and human errors of engineers, and thanks to it we could **significantly reduce development and manufacturing costs.**”

JungWon Lee, Chief Researcher, Samsung SDI

“Altair’s license-first approach to scheduling enabled Annapurna Labs to enhance its resource management. It not only **gave us more control over resource usage and cost, we dramatically improved productivity and time-to-product** through the Continuous-Integration development flow.”

Nafea Bshara, Annapurna Labs

“Radioss clearly represents an alternative crash analysis process with compelling benefits. It will help **accelerate research and development process at NIAR, and significantly shorten design cycle time** in the aerospace industry. Radioss performs brilliantly on Oracle’s high performance cloud infrastructure.”

Rafael Leite, Research Associate, National Institute for Aviation Research, NIAR



The adoption of Inspire and SimSolid in our workflow has been transformational. We could reduce the entire design cycle of 40% and realize three validation analyses in less than 90 minutes, allowing us to design lighter and safer support structures. Thanks to Altair’s solutions, we could quickly find the optimal design layout for our NINFA models with Inspire and then verify the rationalized geometry with SimSolid. In addition, we can leverage SimSolid for the nonlinear analyses for our complex structural assembly of more than 1000 parts.”

Gabriele Romagnoli, Head of Structural Engineering, Farone

Our Customers' Use of Our Technology

Etteplan

BETTER PRESS TOOLS WITH ADDITIVE MANUFACTURING

Innovative Design, Less Material and Guaranteed Successful Manufacture

“Etteplan’s AM press tool met Wärtsilä’s objectives with its fast turn-round, cost, and the fact it reduced material waste with its self-supporting design. Our team of talented experts, armed with Altair’s integrated design and analysis tools, used topology optimization and Amphyon’s print process simulation to come up with a print-ready design in 1 week.”

Erin Koml, AM Specialist, Etteplan

Read the full customer story [here](#).



Planet



Altair Enlighten Award

Dedicated to Lightweighting and Sustainability

The Altair Enlighten Award is the automotive industry's only award dedicated to lightweighting and sustainability. Established in 2013 with the Center for Automotive Research, it was created to highlight innovations in vehicle lightweighting.

The Altair Enlighten Award honors the greatest sustainability and lightweighting advancements that commit to reducing the carbon footprint, mitigating water and energy consumption, as well as successful efforts in material reuse and recycling. Sparking interest from industry, engineering, policymakers, educators, students, and the public alike, this annual award showcases the latest technology innovations dedicated to sustainability.

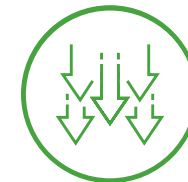
- **Sustainable Product** – Emissions, lightweighting, and safety advances in a production vehicle or major system module
- **Sustainable Process** – Material reuse / recycling and water conservation advances in manufacturing
- **Module Lightweighting** – Mass reduction of a vehicle module, subsystem, or component
- **Lightweighting Enabling Technology** – Technology advancement that enables vehicle lightweighting, including a material, production process, design method, or joining technology
- **Future of Lightweighting** – Process, material, or technology not in production, but has significant potential to advance vehicle lightweighting



Sustainable Product



Sustainable Process



Module Lightweighting



Lightweighting Enabling Technology



Future of Lightweighting

Altair Enlighten Award

Customer Successes

“We are immensely proud of the work we did on the one-of-a-kind Jeep Wrangler. We are also grateful to Altair for recognizing engineering achievement, in general. Thoughtful, disciplined engineering unlocks innovation. And innovation moves the world forward.”

Rob Wichman, Interim, Head of Product Development, FCA North America

“I really like it (the Enlighten Award). We are a small company compared to the mega companies, and also the OEMs - for us it's a big effect on the marketing side - to get our technologies, and capabilities in the discussion, and the way we think in our company.”

Dr. Stefan Herrmann,csi Group

“We're very honored to receive the (Enlighten) Award from Altair because we used many of Altair's analytical products to deliver this thing quickly. We developed our software using Altair Embed, we use many of their other packages to engineer those parts before we build the prototypes.”

Craig Renneker, Vice President, Driveline Product Engineering, American Axle and Manufacturing (AAM)

*In reference to their 2021 winning entry
AAM Next Generation Electric Drive*

[Hear more from the Enlighten Award Winners on sustainability](#)

Great Minds Think Light.



Toggled

Intelligent Building Management Solutions

As a leading technology company, our vision is to improve the way the world works and people live. Developing intelligent building management solutions, as well as attainable and user-friendly LED lighting, drives us forward. We strive to develop the future of smart building technology and bring it to market.

TOGGLED

Toggled® products can save businesses and homeowners between 40 percent - 70 percent on monthly energy costs compared to traditional fluorescent systems. Rated for 50,000 hours and backed by a best-in-class warranty, the lifespan of Toggled LED tubes is 16 years vs. eight with the average fluorescent tube. Also, no Toggled products contain mercury, unlike traditional fluorescent products.



TOGGLED IQ

Leveraging the design and engineering strength of parent company Altair, Toggled iQ® is dedicated to improving the way the world works and how people live. Developing attainable and user-friendly intelligent building advancements is a driving force in bringing next-generation smart technology to market.

Starting with lighting, Toggled iQ has become a complete building ecosystem. Now you can control, monitor, and improve a building's environment with high-end electronics and cutting-edge software.

Toggled's expertise in lighting technology, multidisciplinary systems-level thinking, and our deep understanding of the IoT value chain - from product design and data visualization to AI and machine learning - has produced an intelligent, holistic, intelligent building solution.



Practices



Data Security and Data Privacy

Altair's Privacy Policy can be found here: www.altair.com/privacy-policy.

The introduction to our Privacy Policy reads as follows: This Privacy Policy describes how Altair Engineering, Inc. collects and uses Personal Information about you through the use of our websites and our products and services.

Altair Engineering, Inc., its subsidiaries, and affiliates ("Altair" or "We") respect your privacy and are committed to protecting it through our compliance with this policy.

This Privacy Policy (our "Privacy Policy") describes the types of information we may collect from you or that you may provide when you use our remotely accessed software or when you visit our websites, including, but not limited to www.altair.com, www.altairenlighen.com, www.altairhyperworks.com, insider.altairhyperworks.com, www.pbsworks.com, www.solidthinking.com, login.solidthinking.com,

blog.altair.com, 365.altair.com, www.toggled.com, connect.altair.com, www.altairsmartworks.com, www.altairuniversity.com, www.pbs.org, www.pbscloud.io, www.openmatrix.org, www.altairatc.com, www.efatigue.com and other websites owned or operated by Altair, including local websites in your country, such as www.altair.it, www.altair.de, and www.altair.se (collectively, our "websites") or provide us information at a trade show, marketing event, or through an agreement entered into between Altair and you and/or your employer and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This policy applies to information we collect: on our websites, including but not limited to comments and forums on our websites; in email, text, and other electronic messages between you and Altair, including on or through our websites; that you provide at marketing, trade shows, training registrations, and other similar events;

and that you or your employer provides as part of an agreement between you or your employer and Altair for our products and services.

It does not apply to information collected by: any third party, including through any application or content (including advertising) that may link to or be accessible from or on the websites.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our websites or our products and services. By accessing or using our websites, you agree to this Privacy Policy. This Privacy Policy may change from time to time (see Changes to Our Privacy Policy). Your continued use of our websites or our products and services after we make changes is deemed to be acceptance of those changes, so please check this Privacy Policy periodically for updates.

Business Ethics and Integrity

Altair's Code of Conduct is posted [here](#).

Its introduction reads as follows:

This Code of Business Conduct and Ethics (the "Code") is designed to deter wrongdoing and to promote:

- Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- Full, fair, accurate, timely and understandable disclosure in reports and documents we file with or submit to the U.S. Securities and Exchange Commission and in our other public communications;
- Compliance with applicable laws, rules and regulations;
- The prompt internal reporting of violations of this Code; and
- Accountability for adherence to this Code.

This Code applies to all directors, officers and employees of Altair Engineering Inc. and its subsidiaries ("Altair"), who, unless otherwise specified, will be referred to jointly as employees. Agents and contractors of Altair are also expected to read, understand and abide by this Code.



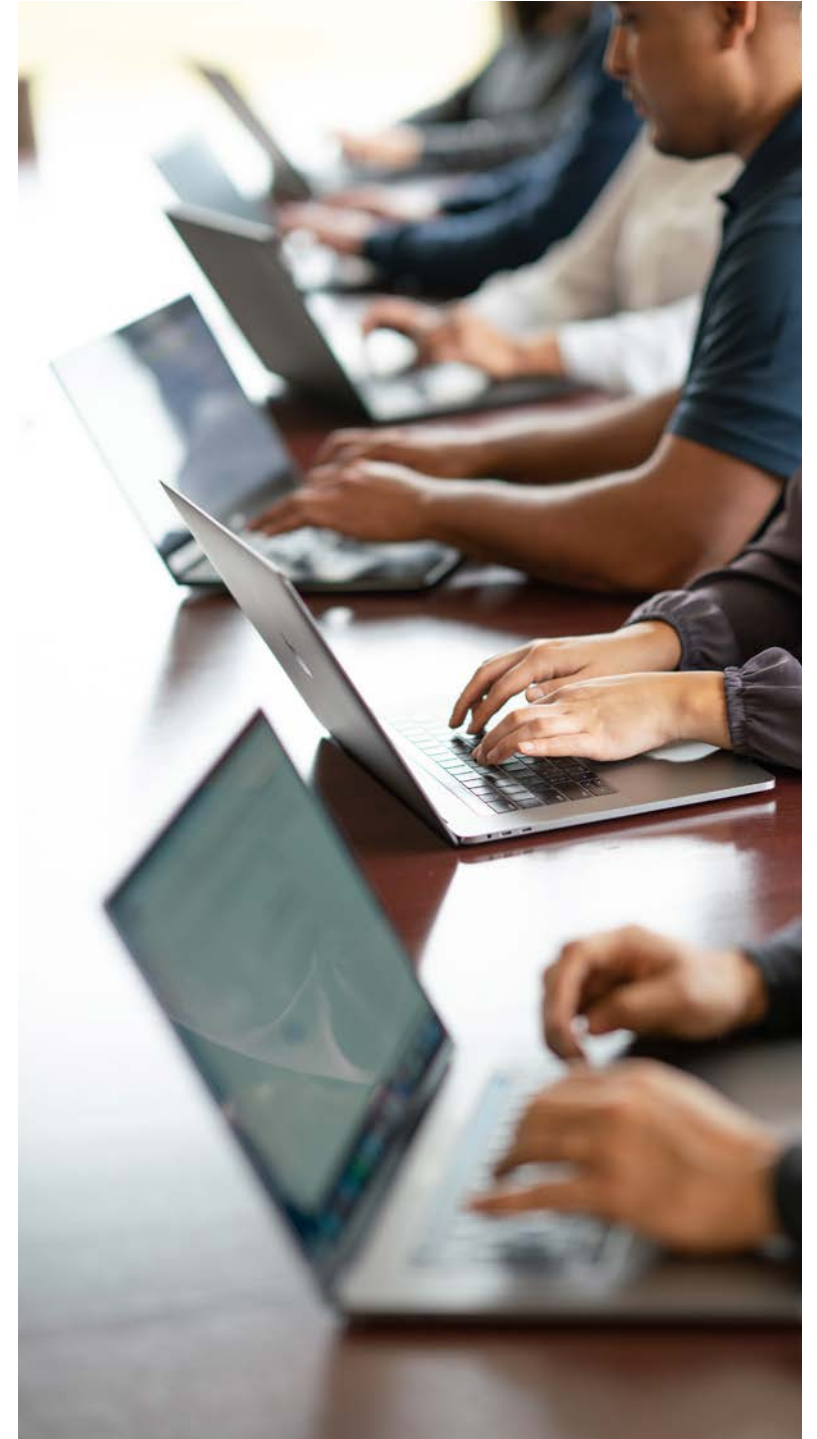
Human Rights Policy

Altair's Code of Conduct, available [here](#), includes the following statements regarding Human Rights:

SELECTING SUPPLIERS

Altair's policy is to select suppliers based on the merits of their products, services, and business practices and to purchase supplies based on need, quality, service, price, and other terms and conditions of sale. Altair does not establish a business relationship with any supplier if we know that its business practices violate applicable laws.

Altair believes that it has a role in promoting sustainable practices, and as such encourages supplier selection to consider supplier commitment to health, safety, and sustainability issues including air quality, child labor and young workers, energy consumption and greenhouse emissions, forced or compulsory labor and human trafficking, human rights, natural resources management and waste reduction, responsible chemical management, wages and benefits, water quality and consumption, and working conditions.



COVID-19 Response

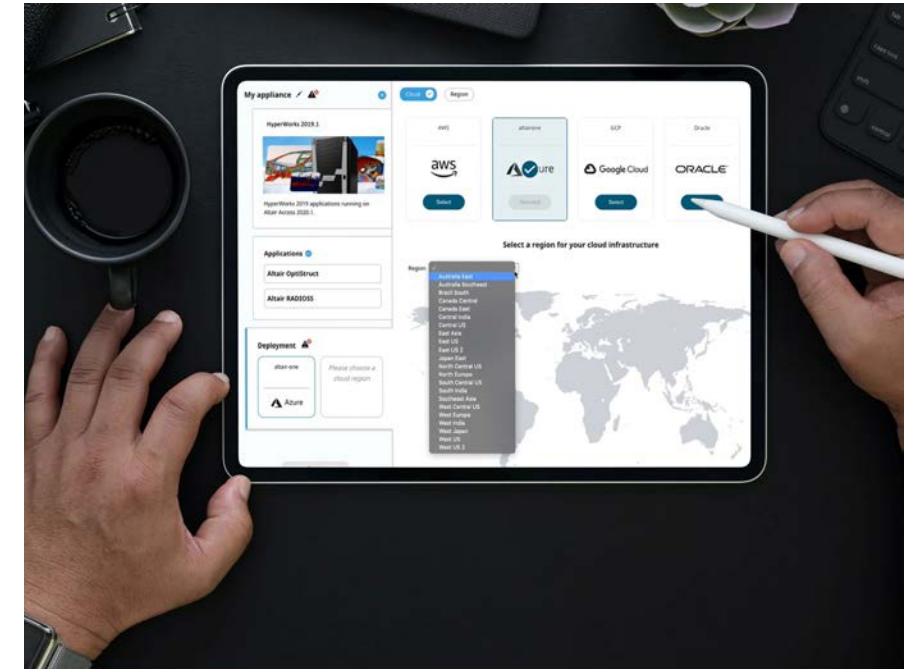
Altair is committed to and capable of continuing to provide the same excellent level of service and technical support to which customers have become accustomed. Our team is comfortable and familiar with remote work, as it is a normal part of our everyday life.

Our systems are fortified to provide the highest level of technical support and service for customers, and our IT team is always responsive and focused on ensuring Altairians globally have the connectivity and access to do their jobs from anywhere.

To address issues related to remote working such as maxing out corporate VPNs, cost, security issues, and productivity loss, customers can move existing licenses seamlessly from on-prem servers to hosted servers utilizing Altair Hosted HyperWorks Units (HHWUs). HHWUs are an existing Altair solution used by many customers globally for several years, proven to be safe, robust, and provides the following benefits:

- Enable employees to work from anywhere without overloading corporate VPN servers or drilling a hole into the firewall for license access
- Data remains secure with prevailing security policies on the device of choice as the software is only requesting a license on a secure network channel
- Reduce IT overhead of maintaining on-premises license servers (reduced cost of hardware) and supporting them
- Ease of access and execution of Altair software from anywhere/everywhere and on public cloud infrastructure

Link to full article [here](#).



Appendix

A photograph of a meeting room with several people seated at a long, dark wooden conference table. They are all using laptops. The person in the foreground is wearing a dark blue sweater and has a ring on their finger. The person behind them is wearing a white shirt. The scene is brightly lit, and the focus is on the hands and laptops.

ALTAIR BY THE NUMBERS

General	<ul style="list-style-type: none"> Total Employees (excludes temp, contractors, students) Countries Offices/Locations Technical Employees Total Hires Early Career Hires Average Tenure of Current Workforce (excludes temp employees) Average Tenure of Voluntary Attrition (excludes temp employees) 	<ul style="list-style-type: none"> 3,000+ 25 86 offices 72% 194 33% 8.1 years 5 years
Turnover	<ul style="list-style-type: none"> Voluntary Turnover Rate Total Turnover Rate 	<ul style="list-style-type: none"> 4% 6%
Diversity Gender	<ul style="list-style-type: none"> Percentage of Women Percentage of Women in Tech Women Reporting Directly to CEO Women Serving on Board of Directors Intern Women Percentage External Percentage of Hiring that are Women 	<ul style="list-style-type: none"> 20% 14% 33% 29% 30% 28%
Other Diversity Measures	<ul style="list-style-type: none"> Diversity of Direct Reports to CEO Diversity in Directors Serving on Board 	<ul style="list-style-type: none"> 16% 34%
Work Council/Union Rep	<ul style="list-style-type: none"> EMEA Workforce Covered by Works Council or Other Collective Bargaining Agreement 	<ul style="list-style-type: none"> 2%
COVID-19 Response	<ul style="list-style-type: none"> COVID-19 Response Satisfaction Leadership Action in Response to COVID-19 	<ul style="list-style-type: none"> 97% 97%

*Altair Numbers as of December 31, 2020



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