



# Sustainability Through Computational Science and AI

2021 Sustainability Report

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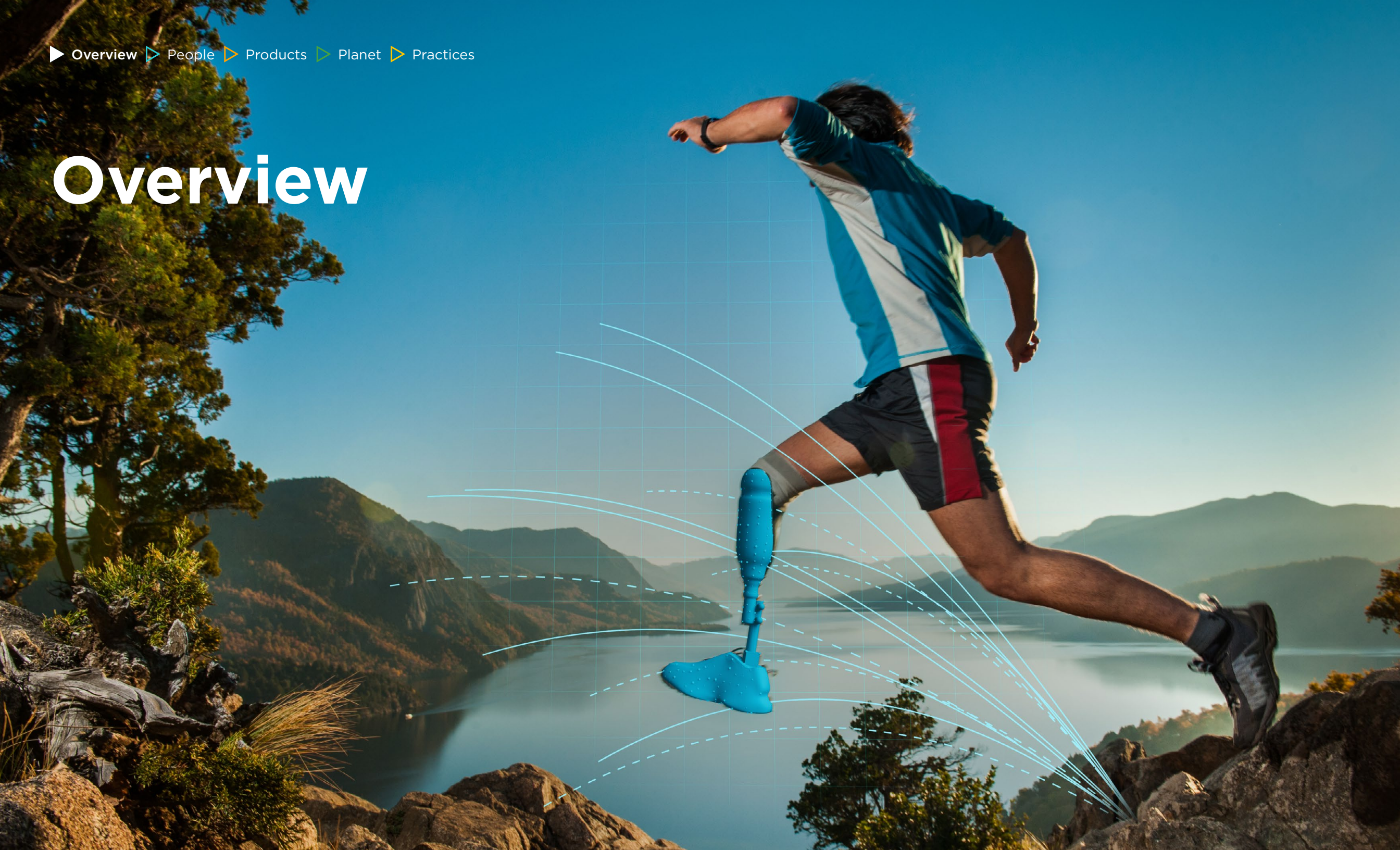
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**By leveraging the convergence of simulation, high-performance computing (HPC), and artificial intelligence (AI), we help organizations transform their decision-making so they can make quicker, smarter choices in an increasingly connected and complex world – all while creating a greener, more sustainable future.**

**Let's change tomorrow, together.**

# Overview



## Letter From Our CEO

2021 was a remarkable year for Altair where we showcased our world-class technology and culture in new, exciting ways.

Throughout the year, we demonstrated our products' robust capabilities and reinforced our position as a technology leader and serious presence on the global stage. We proved the appeal of convergence and computational science across broad industry sectors, all while garnering a host of awards that recognized our top-notch culture and commitment to sustainability.

Consistent with our core values, we have successfully sought “firsts” in business and technology and embraced diversity and risk-taking – and by doing so, we are showing the world what it means to envision the future. We saw incredible growth in our data analytics offerings, made strides in our hiring goals by bringing in fresh, diverse talent, and initiatives like our Academic Program continue to sculpt the next generation of groundbreaking innovators. In addition, we have added key acquisitions and technology partners that strengthen our offerings and diversify our slate of already best-in-class technologies so we can continue meeting and exceeding our customers' expectations.

We have so much to be proud of, and I cannot wait to see what the coming years hold for Altair. Together, we are leading the charge and making a safer, healthier, and greener future a reality.



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



We are showing the world what it means to envision the future.”

# Altair at a Glance

## Transforming the Future Through Computational Science and Artificial Intelligence (AI)

Altair is a global leader that provides software and cloud solutions in simulation, high-performance computing (HPC), and AI. **We enable organizations across all industries to compete more effectively and drive smarter decisions in an increasingly connected world – all while creating a more sustainable future.**

For more than 37 years, our technology has pushed the pace of innovation in every sector – manufacturing, aerospace, data analytics, telecommunications, electronic system design, weather and climate, and much more. And though you may not notice it, Altair solutions are embedded into our daily lives. Every day, our technology helps the world operate smarter, quicker, and more sustainably.

As technology continues evolving at astonishing speed, we are creating solutions that work for everyone, regardless of their occupation or location. We're helping countless organizations embrace a data-driven culture, and we're continuing to innovate and find ways to reduce waste, improve time-to-market, eliminate inefficiency, and so much more.

We cherish the opportunities to solve our customers' biggest challenges, and we pride ourselves on offering unmatched service and support to help any organization find their breakthroughs. By turning today's problems into tomorrow's opportunities, we can forge a brighter future – together.

**\$532M**

FY21 Revenue

**3,000+**

Engineers, Scientists, and Creative Thinkers

**13,000+**

Customers Globally

**86**

Offices in 25 Countries

**150+**

Altair and Partner Software Products

## COMPETITIVE ADVANTAGE: OUR COMPREHENSIVE PORTFOLIO OF SOLUTIONS

Our simulation, HPC, and AI solutions power our innovative approach, and give users the power of physics-based solvers, end-to-end AI solutions, no-code interfaces, and more. We believe that technology functions best when it's democratized for users, organizations, and industries alike - making the smart, connected future an intuitive and accessible reality.

### We make this democratized approach a reality by offering:

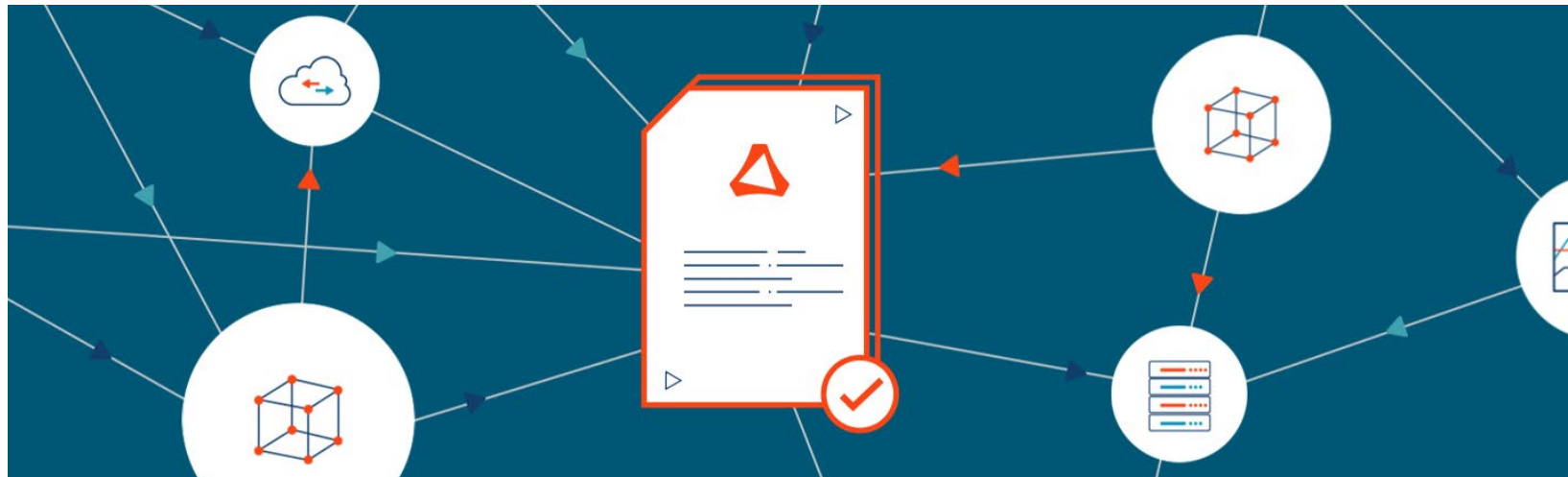
- Our patented units-based licensing model, which makes it easier for users to adopt and utilize our world-class technology
- Ubiquitous, 24/7/365 access to our solutions
- Seamless, free third-party software integration
- Our open architecture philosophy encouraging users to integrate with other software tools - even our competitors - and lets them leverage the SAS coding language with modern ones like Python, SQL, and R



Since our earliest days, our licensing model has revolutionized the way our customers use software. By giving users unmatched flexibility, it makes it easier to adopt new software and encourages users within the entire organization to engage with new solutions.

And all these advances originate from within – 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 expertise to deliver unmatched world-class technology and helpful around-the-clock customer service and support.

But we’re not content to do everything alone. Our robust (and growing) list of partnerships include some of the world’s most prominent global firms. We partner with companies like NVIDIA, HPE, Intel, Google, AWS, Oracle, and Microsoft – just to name a few. And we’ve acquired more than 35 companies who we have integrated into our organization and who give us an ever more diverse and evolving portfolio of solutions.



“

Innovation along with our effort to fully embrace digital transformation brought into existence the digital twin project with Altair. Altair’s platform blends physics- and data-driven twins to support optimized performance throughout the lifecycle of Gruppo Cimbali coffee machines.”

Maurizio Tursini, Chief Products and Technologies Officer, Gruppo Cimbali



## OUR PRODUCT CATEGORIES

### Data Analytics, AI, IoT, and Smart Product Development

This suite includes data preparation, data science, MLOps, orchestration, and visualization solutions that fuel engineering, scientific, and business breakthroughs. Our robust, AI-powered Internet of Things (IoT) solutions streamline smart product development.

### High-performance Computing

Our HPC suite maximizes the utilization of complex compute resources and streamlines the workflow management of compute-intensive tasks for applications including AI, modeling and simulation, and visualization.

### Physics Simulation and Concept Design

Our solutions span numerous disciplines and can simulate structures, motion, fluids, thermal, electromagnetics, electronics, controls, and embedded systems. They also provide AI solutions and true-to-life visualization and rendering.

### The Altair Partner Alliance (APA)

The APA gives customers access to an extended range of third-party software solutions, all accessible via Altair Units at no additional cost. It extends users' simulation and design capabilities even further so users can create superior products faster.

[Learn more about Altair's solutions.](#)



## Our Vision and Sustainability Objectives

We are transforming enterprise decision-making by leveraging the convergence of simulation, AI, and HPC so organizations can drive quicker, smarter, and greener outcomes.

By using our world-class solutions, our customers can bring safer, more efficient, and more sustainable products to market faster than ever before. By capitalizing on the synergies we've created within our suite, users can slash material usage, reduce waste, and minimize product and process cost, weight, and carbon footprint. And by leveraging our HPC and data analytics solutions, users can bring the power of high-fidelity models, no-code visual user interfaces, machine learning, and generative AI to industries ranging from manufacturing to institutional finance.

And because sustainability is one of our core values, we ensure Altair and its partners conduct business in environmentally responsible ways. We demand rigorous compliance with local environmental regulations across the globe, and we demand appropriate environmental practices throughout entire supply chains.

Advanced job scheduling can improve system utilization by 15%, and applying power profiles has been shown to decrease power consumption per node by up to 18%.

Altair HPC and Cloud software is used to schedule billions of core-hours per year. Given that today's high-performance processors can consume more than 200 watts of power per processor across very large parallel processing installations, that's a lot of potential for energy optimization and cost savings.



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Altair® OptiStruct® usage is responsible for reducing many

**millions of tons**

of CO2 emissions.

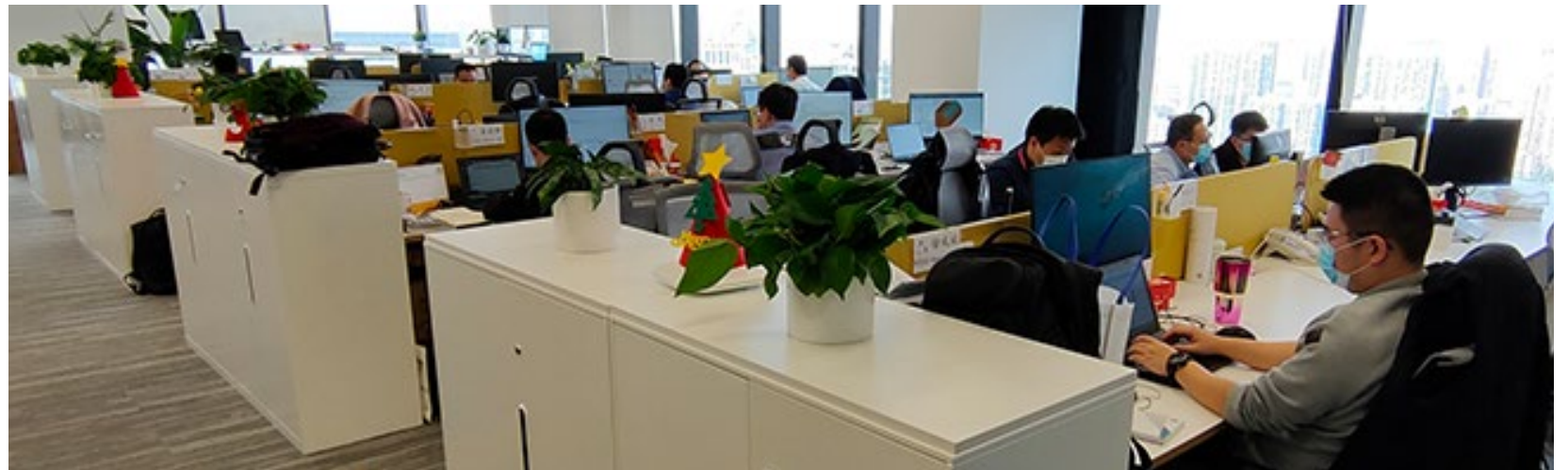
# Corporate and Social Responsibility Drive Us

No company can succeed if it doesn't hold responsible, forward-thinking corporate and social responsibility objectives at the forefront of its mission. **For decades, our employees have been almost evenly distributed between APAC, EMEA, and the Americas.** As such, we take a global humanistic approach and consider it our key mission to be a positive actor and vocal advocate for the health and safety of people and the planet.

More than anything, we want technologies like simulation, AI, and HPC to improve the efficiency, safety, and quality of the human experience. When we invest in our products, we do with the knowledge that our technologies play an essential role in enriching and enlivening the human experience. We also know that our solutions can preserve and strengthen the environment by reducing waste, energy consumption, and greenhouse gas emissions.

We will continue investing in these technologies, and we will also continue to grow into a global leader in workforce diversity, equality, and inclusion. With our global presence, we know it's vital to provide people the chance to grow, learn, achieve, and thrive regardless of gender identity, race, religion, sexual orientation, or socioeconomic background.

Organizations are defined not just by what they do, but how they do it and why. We will continue to make Altair a bastion of growth, opportunity, and respect, and look forward to the strides we will make every day.



# 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 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.



Trusting my instincts, networking, and stepping out of my comfort zone have all contributed to my professional and personal growth. I’m proud to be part of diversity and equity initiatives that will provide more inclusive opportunities in the workplace and in my community’s school district where I am a school board trustee.”

Jackie Hart, Manager, Information Development, Altair USA



# 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.



Diversity is invaluable to Altair, and we wouldn't have the success we've had without it. We strive to be one of the most diverse global workforces, one that prioritizes inclusion regardless of gender identity, religious affiliation, ethnic or cultural identity, disability, or socioeconomic background. Altair is a place where everyone can thrive and where everyone has a voice.”

Jim Scapa, CEO

**25**  
Countries

**3,000+**  
Employees

**50**  
Nationalities

**75+**  
Languages Spoken

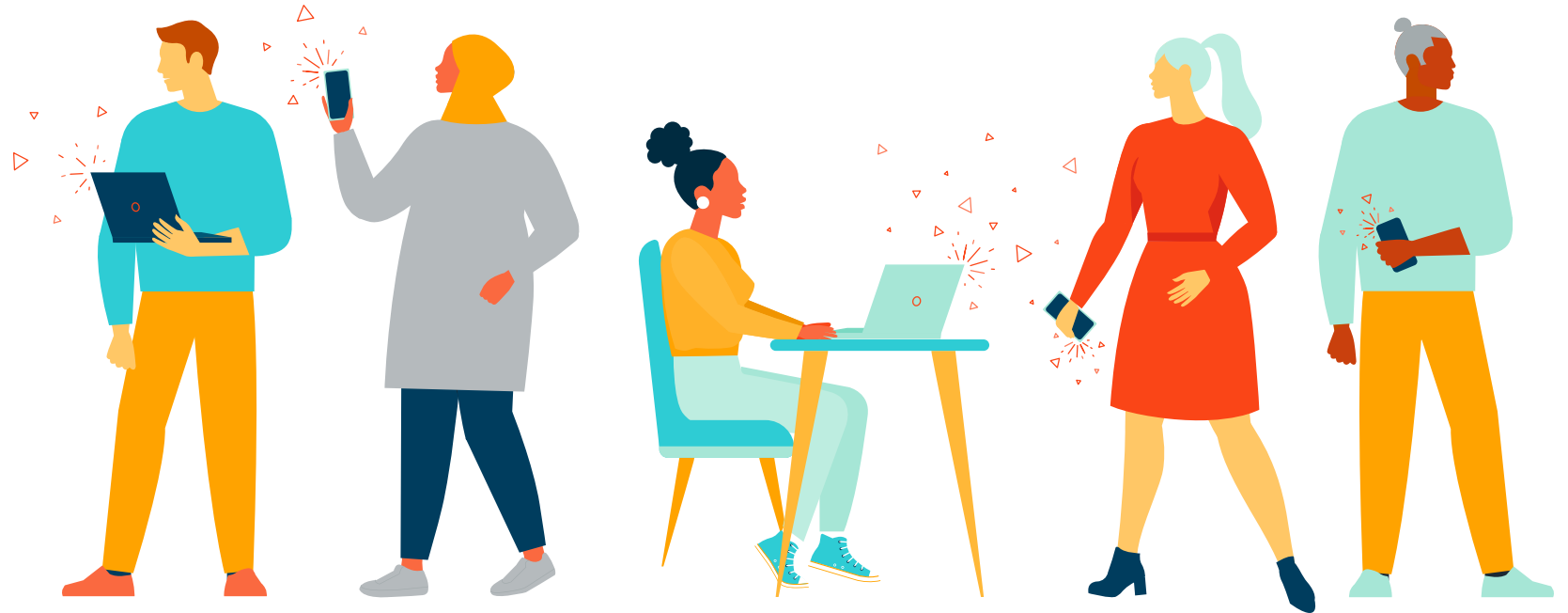
**8+ years**  
Average Tenure of Current Workforce

# Employee Resource Groups

## Empowering Individuals and Celebrating Identities

Nothing bolsters an organization like people who offer different experiences, diverse perspectives, and fresh ways of thinking. We strive to create a comfortable, inclusive work environment for all – regardless of gender identity, ethnicity, religion, age, or disability.

We believe that empowering each individual authentic voice encourages an entrepreneurial mindset. We've created a culture where our diversities and experiences are embraced and essential to our success. Our ERG's foster an environment of equality, professional development, and volunteerism. Externally, we are defining the future by making an impact within our communities and future generations of innovators.







## ALTAIR BLACK EMPLOYEE RESOURCE NETWORK (ABERN)

ABERN's mission is to increase Black and African American employee and executive representation through global initiatives focused on advocacy, outreach, cultural understanding, and job development.



One of my key interests is in reinforcing the pipeline for diverse youth to access and succeed in STEM careers. ABERN stands poised to succeed in our vision: to chart the increase in allyship among Altairians around the world and empower them to make a difference in their communities.”

W. Scott Richardson, Senior Specialist,  
Training Development, ABERN co-founder



No industry or organization can reach its full potential until women reach their full potential. This is especially true at Altair, where women with a surplus of talent are provided with the opportunities, training, and mentoring, as well as ongoing support to realize their true potential.”

Preeta Bahugune, Director of Human Resources, APAC



## WOMEN IN TECH




### ALTAIR WOMEN IN TECHNOLOGY (WiT)

Altair Women in Technology develops and empowers women at Altair, and amplifies their unique perspectives, ideas, and experiences to establish a more diverse, more inclusive workplace. We're committed to attracting top talent and ensuring each and every woman at Altair can reach her full potential.



# Altair Academic Program

Altair seeks to prepare future innovators to drive decisions that leverage the convergence of simulation, HPC, and AI.

	OUR GOALS	OUR OFFERING
 <p><b>TEACHING &amp; LEARNING</b></p>	<p>To support educators, teach engineering principles, and introduce students to the latest, most innovative industry technology.</p>	<p>Discounted teaching license packages, free teaching kits, and material and curriculum designed for educators.</p>
 <p><b>RESEARCH/INDUSTRY BONDS</b></p>	<p>To help researchers be creative and discover new solutions, including technologies and processes that secure a more sustainable future.</p>	<p>Campus or stand-alone licenses with no limitations, 24-hour technical support for non-commercial research projects, and networking opportunities with fellow community researchers.</p>
 <p><b>STUDENT COMPETITIONS</b></p>	<p>To make students feel confident using CAE software and empower them with the tools and knowledge to create solutions that push the boundaries of what's possible.</p>	<p>Free access to our Student Edition software, learning and certification courses, community forum guidance, and additional licenses and training materials.</p>

# Altair Academic Program

Teaching and Learning



Altair, working alongside educators from around the world, empowers students to be the forward-thinkers and innovators of tomorrow who will help build a more sustainable world.”

Altair



## 1,600+ Universities

GLOBALLY WORKING WITH  
ALTAIR SOLUTIONS

## 32 Countries on 6 Continents

UNIVERSITY COURSES TAUGHT  
USING ALTAIR PRODUCTS

## 20+ Altair Staff

TEACH COURSES ON ENGINEERING  
AT UNIVERSITIES ON A VOLUNTEER BASIS

# Altair Academic Program

## Direct Student Engagement

### FREE STUDENT EDITION

This package boasts more than 26,000 downloads in 2021, and the number of free student edition downloads has increased by over 600% since 2017 – including an increase of 76% since 2019. It features free public support in a lively community where students help students.

### THIRD-PARTY COMPETITIONS

We provide support and software access to more than 300 student teams that compete in other global competitions.



People: Altair Academic Program



Altair solutions make a vital contribution to the simulation of car components, ensuring design reliability and enabling conscious weight reduction.”

Nikollas Javier, Team Leader Unicamp E Racing, State University of Campinas/Brazil



# Innovators of Tomorrow

## Altair Internship Program

**Altair's internship program focuses on fostering success in technical, professional, and social skillsets.** As such, we offer a cutting-edge internship program that fosters innovation, teaches leadership, and instills a passion for making a difference. Our interns become valuable members in a range of departments and work in areas like simulation, CAE, HR, business development, marketing, and more.



Exposure to Altair allowed me to interact and form close relationships with engineers, managers, and other Altair employees which broadened my understanding at the workplace.”

Nikhila Alaparthy, CAE Analysis, 2021 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

We're proud to support and embrace the missions of these exemplary 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 APAC

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

### Partnerships in EMEA

- Carriers of Hope
- Coventry Refugee
- Deutsche Krebshilfe
- ENEA (European Neuroblastoma Association)
- Forno 10
- Fundación Adecco
- Managers Without Borders
- Old Tablers Deutschland (OTD)
- Rädde Barnen
- Richmonds Hope
- Unicef
- UGI (Unione Genitori Italiani)
- Wings for Life World Run



# 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



# Leading Through Culture

## Our World-Class Workforce Drives Us Forward

Even though we're proud of our technologic innovations and our robust suite of solutions, our strongest asset is our 3,000+ global innovators, scientists, and creative thinkers. We put our heart and soul into developing unique, game-changing solutions that solve our customers' toughest challenges. By investing in our talented, positive, and supportive global workforce, we'll never stop striving to improve our world and forge a brighter future.

Our human capital strategy is rooted in recruiting the best and brightest people, rewarding their achievements, celebrating their successes, and retaining top talent around the world.

**73%**

**TECHNICAL  
EMPLOYEES**

**13%**

**WOMEN IN TECH**

**8.5%**

**VOLUNTARY  
TURNOVER RATE**

## RECOGNITION OF WORLD CLASS CULTURE



# A Remarkable Year

Awards and Progress Showcase Our World-Class Culture



Gilma Saravia, Chief People Officer

**2021 has been a monumental year for Altair, and I cannot overstate how proud I am of Altairians for displaying amazing agility, collaboration, and customer focus. Collectively, we have ensured one of Altair's best years and garnered international attention for being a premier technology company.**

As a direct result of everyone's outstanding innovation, dedication to our customers, and hard work, we won numerous awards that recognize our world-class culture, leadership, and global team.

In 2021 alone, we were named to *Newsweek's* Most Loved Workplaces, *Inc. Magazine's* Best-Led Companies, *Investor's Business Daily's* Best ESG Companies, the *Economic Times's* Best Brands list, the *Detroit Free Press's* Top Workplaces list, Great Places to Work, and we were named a Kununu Top Company. To win these coveted awards while enduring lockdowns, uncertainty, and remote work is a true testament to the magnificent qualities of each and every Altairian.

# A Remarkable Year

## Awards and Progress Showcase Our World-Class Culture

In addition, I'm also proud of the work we continue to make in our quest to further diversify our global teams, embrace inclusion, and make our organization more equitable. Our employee resource groups, including the Altair Black Employee Resource Network (ABERN) and Women in Technology (WiT) continue amplifying and highlighting the voices of underrepresented groups, and are crucial in our effort to broaden our horizons and are invaluable in our quest to reach our goals.

Together, we have built something remarkable, and we will continue our commitment to improve and make a difference in diversity and equal opportunity while making an impact in the world. I cannot wait to see what 2022 holds in store for us all! **#OnlyForward**



# Products



## Our Technology

Our software technology and consulting services are key to designing a healthier, more sustainable future. Our broad, powerful set of technology solutions are perfect for any task regardless of industry or company size. No matter your needs, we have a solution for you.



### Shared Infrastructure

We offer cloud-based applications which lets multiple organizations efficiently scale and share infrastructure, which eliminates countless independent compute server installations and gives them access to a host of applications that drive sustainable design.

### Sustainable Design

Our solutions enable structural optimization, which inspires and refines 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

Our HPC technology empowers customers to optimize utilization across all dimensions of their compute infrastructure, and take energy efficiency a step further with green provisioning and power-aware job scheduling. We also support additive manufacturing and other advanced manufacturing techniques that help users create cost-effective, optimal designs developed and powered by AI and machine learning.

### Material Efficiency

Engineered plastics and laminate composites offer the design freedom to meet lightweighting and cost requirements for complex parts.

Users can produce high-quality plastic materials quickly and at high volume, but holistic simulation gives them the power to tailor materials to individual product requirements. We offer 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's now a viable production solution, and we provide a robust simulation tool chain to support production designs users create specifically for AM.



ALPLA's ambitious sustainability goals are also achieved with the help of an ongoing investment in technologies that promote lower material consumption and optimized design simulation and its democratization is one element to achieve a reduced material usage in the design and facilitates the increased usage of recycling material. Altair's solutions can provide designers the access to simulation technology enabling them to contribute to the sustainability of their design and virtually validate better decisions.”

Christoph Plankel, Head of Product Design, ALPLA



[Learn more about EV Adoption Insights.](#)

The International Energy Agency (IEA) recently published two significant reports. The first, from March 2019, is “Material Efficiency in Clean Energy Transitions<sup>1</sup>.” The second, from June 2021, is “Net Zero by 2050 - A Roadmap for the Global Energy Sector<sup>2</sup>.” **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

<sup>1</sup> 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](https://iea.blob.core.windows.net/assets/52cb5782-b6ed-4757-809f-928fd6c3384d/Material_Efficiency_in_Clean_Energy_Transitions.pdf)

<sup>2</sup> 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](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 Materials and Energy	Electrification and Advanced Communications	Waste Stream Reduction	Reduced Fuel Consumption
<b>International Energy Agency (IEA) Target</b>	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.
<b>Altair Products</b>	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® EDEM™, S-FRAME, S-TIMBER	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® AcuSolve®, Altair® ultraFluidX®, S-TIMBER	Altair® Feko®, Altair® Flux®, Altair FluxMotor®, Altair Compose®, Altair Activate®, Altair Embed®, Altair® Pollex™, PSIM	Altair® SmartWorks™, Altair® Knowledge Studio®, Altair® Monarch®, Altair® Panopticon™, S-TIMBER, WPS	Altair® OptiStruct®, Altair® Radioss®, Altair® HyperMesh®, Altair SimSolid®, Altair® SimLab®, Altair® DesignAI™, Altair® AcuSolve®, Altair® ultraFluidX®
<b>Altair Solutions</b>	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

\*Altair Products as of March 31, 2022



# Research and Development

## R&D Propels Us Forward



We pride ourselves on our commitment to research and development. Our cutting-edge solutions continue to expand and evolve because we prioritize making them the best they can be year-in and year-out. We're always looking to make updates and revisions that enhance functionality, improve user experience, and cut down the time needed to complete the most important projects.

Along with time and resources, we collect customer feedback to deliver long-term value to our users and ensure everyone has a seamless, rewarding experience with our technology. This dedication and feedback, combined with internal initiatives and acquisitions, are what helps us offer the most comprehensive and most flexible technology on the market.

Here, one of our core values is seeking technology and business "firsts." That's why we prioritize attracting and retaining top international talent for our more than 1,000 strong development team. And to ensure we're making strides for all our users, we maintain development centers and technical expertise in all our regions - the Americas, EMEA, and APAC.

**\$151M**

Spent in 2021

**28%**

of Revenues on R&D

# Enabling Customer Sustainability

## The Tribus E-Bus Goes to Town

Tribus Group

### Altair SimSolid Powers Lighter, More Energy-Efficient Electric Bus

Optimizing the new Movitas buses **reduced their weight by 1,900 kilograms**, which exceeded reduction targets and made the buses more energy-efficient, more comfortable, and more competitive in the market. Using SimSolid also accelerated Tribus's development process.

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



## Boosting U.S. Army Vehicle Payloads

Ground Vehicle Systems Center

### Altair Solutions Drive Dramatic Component Weight Reductions for the GVSC

The weight savings GVSC realized thanks to Altair solutions exceeded even their most optimistic expectations. The redesigned alternator bracket dropped from 19.59 pounds to 6.66 pounds, and the FEAD bracket optimization **reduced its mass by 83%**. In total, Altair solutions **shaved more than 37 pounds of unnecessary weight**.

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



## Lighter, Stronger, Quieter Vehicles

### Sika Automotive

#### New Design Space Workflow for Structural Inserts at Sika

Instead of hours in the prior standard workflow, Sika got results within minutes. Since **Altair solutions slashed modeling time by 70%**, the Sika team can spend more time gaining a deeper knowledge of the part and on engineering to run more iterations. Thanks to the saved time, Sika could efficiently develop BIW parts and integrate them into the various working environments with the customer. Not only did Sika benefit from the Altair team's simulation expertise, it also benefitted from the constructive collaboration, which optimized the way the teams applied Altair's software solutions.

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



# Planet



# Altair Enlighten Award

## Showcasing Premier Lightweighting Innovation

The Altair Enlighten Award is the automotive industry's only award dedicated to showcasing the latest innovations in lightweighting and sustainability. Established in conjunction with the Center for Automotive Research, the award will be celebrating its tenth anniversary in 2022.

The Altair Enlighten Award honors the greatest sustainability and lightweighting advancements that successfully reduce carbon footprint, mitigate water and energy consumption, and leverage material reuse and recycling efforts. A global award that garners interest from industry, engineering, policymakers, educators, students, and the public alike, the Enlighten Award showcases the latest and greatest technology innovations dedicated to sustainability worldwide.



# Altair Enlighten Award

## Customer Successes



“The Enlighten Award is extremely important to Ford Motor Company. This award is going to help us. It’s going to strengthen us that we are really a player in this field.”

**Donna Dickson, Chief Program Engineer,  
Mustang Mach-E, Ford Motor Company**

“It’s been imperative that we use all of the Altair tools for developing all of our CAE models to get where we needed to be with our customers. Altair’s providing us software that’s helping us do that, they’ve given me support throughout the years on doing the advancements for this. Winning the Enlighten Award is going to be huge for our business - it gives you great visibility, and gives you credibility because you’ve won this award. We think it’s going to be just dramatic for us.”

**Hank Richardson, Product Engineering Manager,  
L&L Products**

“Winning the award was a huge honor. The fact that Altair and CAR and the partners were putting a spot light on sustainability is fantastic. Its such a forward looking process to understand and promote sustainability. You’re sending information out into the industry and telling them what’s out there, and what’s possible. Just allowing everybody to work together, and ensure that the best products and the best processes - all that is available and known to everybody.”

**Tony Povinelli, Product Line Director,  
Active Aerodynamics,  
Magna International**

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

# Toggled

## Intelligent Building Solutions



Toggled intelligent building solutions can reduce energy costs by up to 80% by making buildings and systems flexible, adaptable, smart, and user-friendly. At Toggled, we strive to improve the way the world works by making intelligent building solutions that use less energy, adapt to its users' needs, and minimize energy costs and waste. Thanks to Toggled's best-in-class LED lighting conversion technology and the seamless, intuitive Toggled iQ internet of things (IoT)-powered complete building management ecosystem, we give people unique, scalable solutions that make their operations more intuitive and more sustainable.

The future of intelligent building solutions and the future of sustainability are interlinked - that's why we're determined to revolutionize the way people control their building systems through Toggled iQ. System by system, we're creating a greener, more efficient way of living.

# Toggled iQ

## Case Studies



### THE NOBLE HOUSE

- Upgrades to LEDs and lighting controls **reduced lighting energy consumption by 70%**.
- System's customizable layout helped the system adapt to tenants' lighting needs.
- Durable, long-life products minimize need for maintenance and replacement.
- Increased tenant safety by adding vacancy/occupancy data and better light sources.



### MICHAEL CRAFT PHOTOGRAPHY

- Simple setup helped the property owner install a comprehensive network lighting control system hassle-free.
- Wireless system **minimized installation costs** because it didn't require expensive new hard wiring and associated labor.
- User-friendly app controls empowered employees to take control of their lighting environment wirelessly.



### FRANCES SHATTUCK BUILDING

- Helped an existing historical space upgrade its lighting system without disrupting structural components.
- **Reduced energy consumption by 70%** compared to existing, standard fluorescent lights.
- Allowed users to create customizable lighting above their individual workspaces.



## Enabling Customer Sustainability

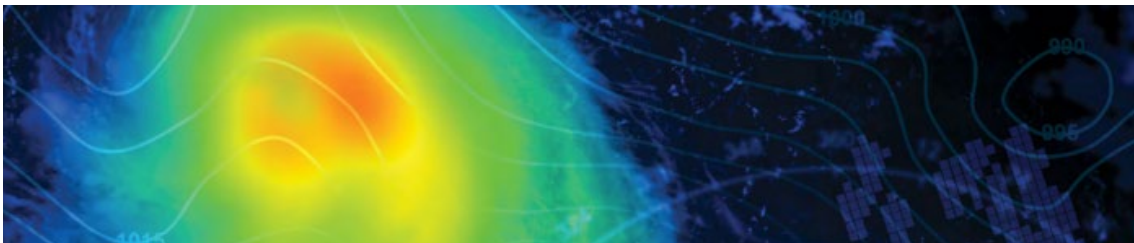
### Predicting Global Weather and Climate

National Center for Atmospheric Research

#### New NCAR HPC System Expected to Achieve Over 3X Faster Performance

The National Center for Atmospheric Research (NCAR)'s newest supercomputer, "Derecho," a Cray EX system slated to **deliver 3.5x more processing power** than the "Cheyenne" system it will replace, will utilize Altair's PBS Professional and Accelerator Plus workload management tools to advance research in atmospheric and geospatial sciences.

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



### Visualize Power Flows in Real Time

Electric Storage Co.

#### Electricity Supplier Relies on Altair to Manage Power Infrastructure

Panopticon gives PARIS users excellent visibility into energy markets, including power trades and purchases, as well as electrical flow between generation sources, batteries, the grid, and power-consuming equipment. Managers can use Panopticon's AI-powered capabilities to buy power from the cheapest sources available and sell power at the highest prices on the market.

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



# Practices



## Data Security and Data Privacy

Led by Jeff Marraccini CISO, Altair's Privacy Policy can be found here: [www.altair.com/privacy-policy](http://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 which you may provide to us when you license or use our software, visit websites that we own and operate, including, but not limited to [www.altair.com](http://www.altair.com), [www.toggled.com](http://www.toggled.com), [www.altairuniversity.com](http://www.altairuniversity.com), [www.openmatrix.org](http://www.openmatrix.org), [www.altairengineering.it](http://www.altairengineering.it), [www.altair.de](http://www.altair.de), and [www.altair.se](http://www.altair.se) (collectively, our "websites"), attend or participate in a trade show, marketing event, or through an agreement entered into between Altair and you and/or your employer. The Privacy Policy also describes how we collect, use, maintain, protect, and may disclose such 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.



# Appendix



## ALTAIR BY THE NUMBERS

General		2021	2020
	<ul style="list-style-type: none"> <li>Total Employees (excludes temp, contractors, students)</li> <li>Countries</li> <li>Offices/Locations</li> <li>Technical Employees</li> <li>Total Hires</li> <li>Early Career Hires</li> <li>Average Tenure of Current Workforce (excludes temp employees)</li> <li>Average Tenure of Voluntary Attrition (excludes temp employees)</li> </ul>	<ul style="list-style-type: none"> <li>3,000+</li> <li>25</li> <li>86 offices</li> <li>73%</li> <li>240</li> <li>43%</li> <li>8.3 years</li> <li>5.1 years</li> </ul>	<ul style="list-style-type: none"> <li>3,000+</li> <li>25</li> <li>86 offices</li> <li>72%</li> <li>194</li> <li>33%</li> <li>8.1 years</li> <li>5 years</li> </ul>
<b>Turnover</b>	<ul style="list-style-type: none"> <li>Voluntary Turnover Rate</li> <li>Total Turnover Rate</li> </ul>	<ul style="list-style-type: none"> <li>8.5%</li> <li>12.2%</li> </ul>	<ul style="list-style-type: none"> <li>4%</li> <li>6%</li> </ul>
<b>Diversity Gender</b>	<ul style="list-style-type: none"> <li>Percentage of Women</li> <li>Percentage of Women in Tech</li> <li>Women Reporting Directly to CEO</li> <li>Women Serving on Board of Directors</li> <li>Intern Women Percentage</li> <li>External Percentage of Hiring that are Women</li> </ul>	<ul style="list-style-type: none"> <li>21%</li> <li>13%</li> <li>30%</li> <li>43%</li> <li>32%</li> <li>22%</li> </ul>	<ul style="list-style-type: none"> <li>20%</li> <li>14%</li> <li>33%</li> <li>29%</li> <li>30%</li> <li>28%</li> </ul>
<b>Other Diversity Measures</b>	<ul style="list-style-type: none"> <li>Diversity of Direct Reports to CEO</li> <li>Diversity in Directors Serving on Board</li> </ul>	<ul style="list-style-type: none"> <li>30%</li> <li>29%</li> </ul>	<ul style="list-style-type: none"> <li>16%</li> <li>34%</li> </ul>

\*Altair Numbers as of December 31, 2021

# To Learn More Visit [altair.com/sustainability](https://altair.com/sustainability)

Changing tomorrow, together.

