Altium ®

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT 2023

Altium Limited
ACN 009 568 772

Altium Limited

Contents

Overview
Message from the Chair

I am pleased to introduce the Altium Limited (Altium, we, our or Company) Environmental, Social and Governance (ESG) Report for the 2023 financial year (FY23). It reflects our commitment to address ESG matters within our Company, within the communities where we live and work and the industries we serve.

In preparation of this year's Report, our approach has evolved. We have considered relevant Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, as well as how to address the implementation of the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. We intend to:

- understand our impact on the economy, environment and society;

- increase accountability for and enhance transparency of the sustainable development of electronics products; and

- improve our disclosure of relevant sustainability information to our investors and other stakeholders.

To determine what is material to Altium (in accordance with GRI standards) we worked with ERM Group's Point Advisory to conduct a comprehensive Materiality Assessment. Our five most material ESG reporting topics for FY23 are addressed in this Report. We intend to determine and report on our most material topics each year in future.

Altium does not consider that it has any substantial exposure to environmental and social risks. Morningstar Sustainalytics, , the global ESG research and data house, has consistently rated Altium as low risk1.

Beyond our own Company, we believe that there is a breadth of opportunity within the electronics industry to improve its sustainability. In this Report our focus is on the progress of initiatives we identified last year:

- (Environmental) Facilitating environmental sustainability in electronics;

- (Social) Facilitating access to education for women and girls to offer them the opportunity to become printed circuit Board (PCB) design engineers; and

- (Governance) Creating transformational governance for our Board and our Company.

Altium's transformative vision for the electronics industry extends to the promotion and development of sustainable business practices. During FY23, we collaborated with industry partners like Hexagon to create potential solutions and methodologies to make PCB design processes more efficient, with lower material and energy inputs and decreased waste. We have taken an active role in the development of the IPC sustainability strategy as one of the founding members of the newly formed IPC Sustainability for Electronics Leadership Council. We want to be at the forefront of industry thinking to promote an ESG vision reflective of a broader global sustainability agenda influenced by the Sustainable Development Goals of the United Nations.

In FY23 we increased our investment in the next generation of innovators through access to education. Altium education programs are designed to empower women and girls to consider careers as PCB design engineers. I am pleased to report that our Scholarship Program for Women in Electronics Design is already oversubscribed against our initial objective to provide training support for 175 female students worldwide.

Altium has driven and will continue to drive the 'G' in ESG through transformational governance actions that seek to put our stakeholders at the centre of everything we do.

During FY23 we have reviewed our framework of rules, relationships, systems, and processes that underwrite effective controls and accountability. We wish to promote confidence in our organisation with both internal and external stakeholders. The codes, policies and processes we abide by are published on our website. In FY23, we also reviewed and, where necessary, updated these codes, policies and processes to ensure that they remain current and compliant with relevant laws and regulations as well as stakeholder expectations. The Altium Board is aligned in ensuring that our current and future Board members actively and dynamically contribute to the breadth of opportunity we believe is possible for us to achieve.

As discussed in our Corporate Governance Statement, we revised our Board skills matrix to ensure that this responds to current and emerging initiatives and risks, creating value for our shareholders.

We have completed a comprehensive modern slavery risk assessment and gap analysis. The assessment and analysis arms us with a baseline for an Altium roadmap for anti-modern slavery initiatives. We reaffirm our commitment to preventative action and supply chain diligence to prevent modern slavery.

This year we continued to work with Pathzero. We have undertaken three workstreams: to understand and determine our carbon emissions for FY23 compared with prior years by applying science-based targets (SBT) methodology, to develop potential reduction strategies for carbon emissions and to refine our TCFD implementation roadmap.

We are excited to share our progress with our shareholders, as we develop and enhance our ESG approach in the context of the Altium strategy to lead our business and the electronics industry into the future. We believe Altium can play a valuable role in sustainability for the electronics industry and create innovative customer solutions that will have a lasting impact.

Your feedback and ideas in this regard are always appreciated and I look forward to discussing these initiatives further with shareholders at our Annual General Meeting in November.

Sam Weiss
Non-Executive Chairman

[1] At 30 June 2023, Sustainalytics rated Altium with an overall ESG risk rating score of 17.0 Source: Altium Ltd. ESG Risk Rating (sustainalytics.com)

About us

Altium Limited ACN 009 568 772 (Altium, we, our or Company) develops software for the design of electronic products and provides an online collaboration platform to facilitate the manufacturing of them. Our software tools empower and connect printed circuit board (PCB) designers, part suppliers and manufacturers to develop and manufacture electronics products faster and more efficiently than ever before.

Altium is listed on the Australian Securities Exchange (ASX: ALU).

OUR VISION

To become the dominant provider of electronic design tools for the PCB design industry and to transform how electronics products are designed.
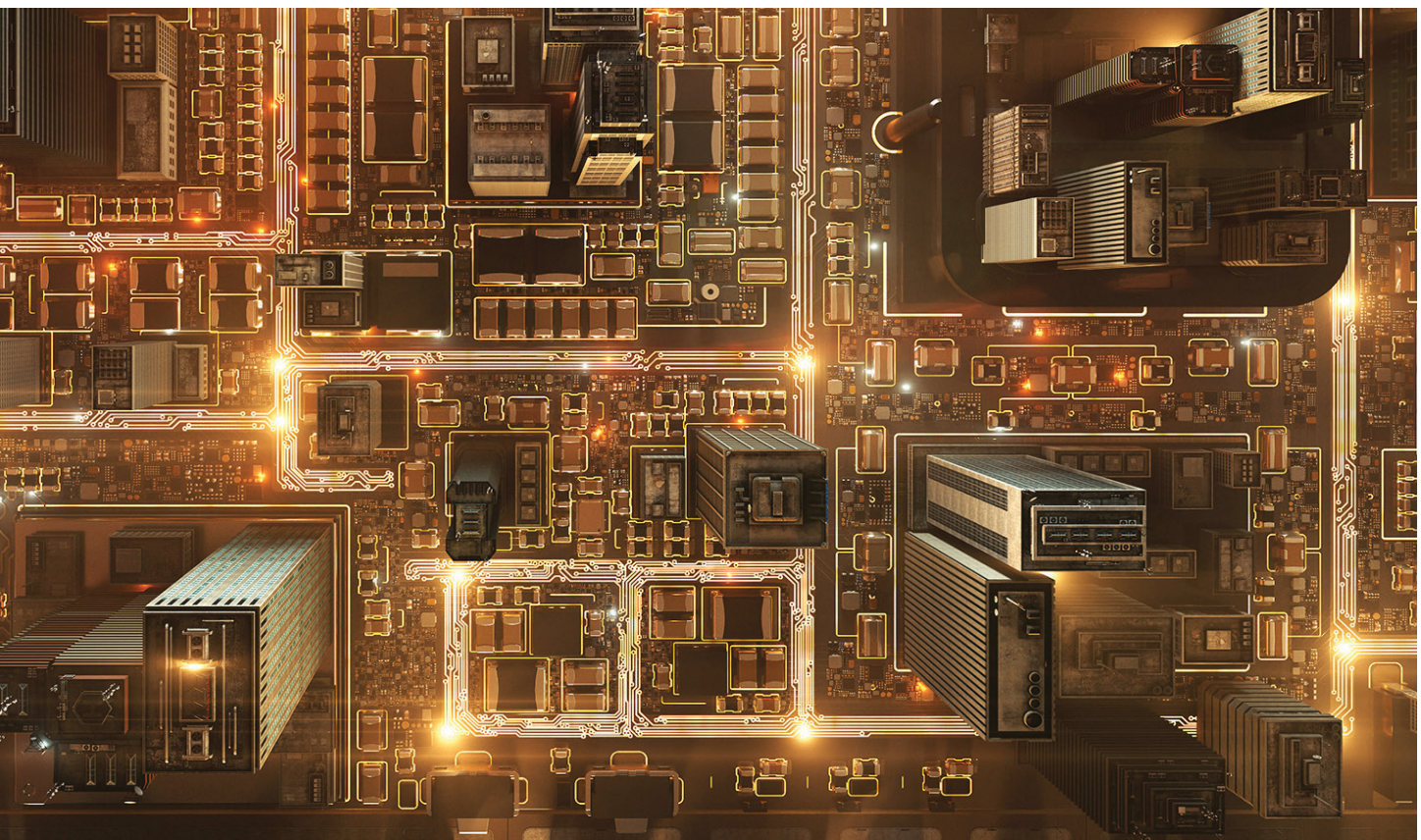
Values

Eight core values continue to drive us on our vision and mission

Big Thinking (in pursuit of purpose)

We set ambitious long-term goals that stakeholders at all levels can appreciate and get behind.

Ingenuity (of AND)

We welcome complexity and polarities, utilizing resourcefulness and creative thinking to generate options or solutions, while balancing risks, rewards, and conflicting priorities in solving problems.

Diversity (of thought)

We think outside of the box and listen to new ideas.

Adaptability (of approach)

We thrive on change and flexibility, utilizing a global view and understanding not just how, but why.

Courage (of conviction)

We fearlessly express our convictions, born out of a relentless desire to succeed.

Agility (of action)

We shift rapidly to be more effective based on the situation. We fail fast or win quickly.

Grit (in pursuit of mission)

We are individually load bearing and move through adversity and obstacles collectively. We remain objective and positive through periods of change.

Transparency (of intent)

We facilitate open and honest two-way communication in relation to the why, the what, and the how.

About this Report

This Environmental, Social and Governance (ESG) Report is made in respect of Altium and the entities it controlled at the end of, or during, the year ended 30 June 2023 (FY23). It is our second, annual standalone ESG Report.

In this Report, we have included several forward-looking statements regarding our current intentions and expectations concerning our future ESG initiatives. It is important to note that these statements represent our intentions at the time of publication, but we do not guarantee that we will necessarily achieve or validate them.

In FY22 we identified three key ESG themes for focus:

- (Environmental) Facilitating environmental sustainability in electronics;

- (Social) Facilitating access to education for women and girls to offer them the opportunity to become PCB design engineers; and

- (Governance) Creating transformational governance for our Board and our Company.

These themes are being institutionalised into our strategic vision and we address developments under each during FY23 in this Report. In compiling this Report, we have also applied the Global Reporting Initiative (GRI) Framework and the Sustainability Accounting Standards Board (SASB) industry-based standards to guide its content. We have also sought to consider our future implementation of the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.

Our approach to ESG

VISION AND INTENT

Altium has a transformative agenda for the electronics industry. Our ESG vision harmonises with that agenda and commits us to focus where we believe Altium can make a difference.

We intend to do our part. We intend to manage our business in a manner that positively impacts our people, our customers, our shareholders, our local communities, and the environment. We also intend to address the impacts as identified in our Materiality Assessment.

We support the aims and objectives of the United Nation's Sustainable Development Goals (UN SDGs). Those most aligned with our sustainability planning and for us to contribute toward include:

▼ UN SDG 4: Quality Education

▼ UN SDG 5: Gender Equality

▼ UN SDG 8: Decent Work and Economic Growth

▼ UN SDG 9: Industry, Innovation and Infrastructure

▼ UN SDG 12: Responsible Consumption and Production

▼ UN SDG 13: Climate Action

Stakeholder engagement

Stakeholder impact is a major driver of our ESG initiatives.

The following table sets out how Altium has engaged with our stakeholder groups during FY23:

STAKEHOLDER	DESCRIPTION	STAKEHOLDER ENGAGEMENT
People	We have more than 800 employees across 18 different countries.	• Employee meetings, intranet, and newsletters • One-on-one meetings between managers and employees • Employee new starter and exit surveys • Training sessions
Customers	We have tens of thousands of customers across our different business lines.	• Surveys • Focus groups • Feedback and support requests • Information requests
Investors	Our shareholders include both institutional and retail investors and our employees.	• Direct engagement with shareholders and analysts • Direct engagement with proxy advisors and other advisors • Interim and full year result reporting and presentations • Investor roadshows • Participation in investor conferences • ASX announcements • AGM
Suppliers	We have a wide range of suppliers, including providers of critical technology infrastructure.	• Formalised software supplier procurement processes • Direct engagement throughout the supply contract lifecycle • Engagement with our suppliers to acknowledge our Supplier Code of Conduct
Communities	We are committed to support technology innovators and engineering communities across the globe.	• Education programs • Volunteering programs • Participation in other community initiatives
Governments and regulators	National and supranational laws and regulations relating to customer privacy, modern slavery, trade sanctions, and ethical business practices affect our business operations.	• Membership of and participation industry associations

Materiality

During FY23, we engaged ERM Group's Point Advisory to partner with us to conduct an assessment identifying Altium's material topics and, corresponding with this, active consideration of the GRI Reporting Principles and SASB's industry-based standards. The findings of that assessment support our ESG reporting, ongoing development of our ESG approach and the execution of related initiatives.

Our Materiality Assessment identified eighteen material topics of which five were deemed to be the most material to Altium's business. Altium's most material ESG reporting topics for FY23 were:

MOST MATERIAL TOPICS	DEFINITION	KEY STAKEHOLDERS	RESPONSE/ RELEVANT REPORT SECTION
Data Security and Privacy	Ensuring effective data stewardship by collecting, storing, and using data responsibly. Protecting the privacy of our consumers and our business systems. Transparently disclosing data retained, why it is retained and how it is used.	Customers, People	Sections 4 and 5
Business Continuity and Platform Availability	Ensuring business continuity through effective crisis management and disaster recovery protocols to limit the economic and commercial damage caused by external events. Monitoring our platform and reporting issues to ensure we continually meet our customers' needs and expectations.	Customers, People	Sections 4 and 5
Compliance and Ethics	Instilling and reinforcing a culture across the organisation of acting lawfully, ethically and responsibly. Defining and disclosing our organisational values, articulating and enforcing our standards through a code of conduct for all employees. Acting with integrity and providing safeguards that minimise the risks of potentially engaging in anti-competitive behaviour, bribery, or corruption.	All	Sections 2, 3, 4 and 5
Corporate Governance	Enforcing a framework of rules, relationships, systems, and processes that guarantee effective controls and accountability at Altium. Demonstrating high standards of corporate governance to promote confidence in the organisation to both internal and external stakeholders.	All	Section 3 and our FY23 Corporate Governance Statement: www.altium. com/corporate-governance
Cybersecurity	Ensuring our policies, procedures and information systems effectively manage cyber security risks and vulnerabilities to proactively protect Altium, our clients, users, and employees from cybersecurity threats. Disclosing security incidents to affected parties.	Customers, People	Sections 4 and 5

[2] The material topics identified were (in alphabetical order): Business Continuity & Platform Availability, Compliance and Ethics, Corporate Governance, Customer Engagement & Loyalty, Cybersecurity, Data Security and Privacy, Diversity, Equity & Inclusion, Education, Financial Performance, Greenhouse Gas Emissions Reduction, Health, Safety and Wellbeing, Human Rights & Modern Slavery, Product Design and Development, Protection of Intellectual Property, Response to Climate Change, Supply Chain Management, Talent Attraction and Retention and Technological Innovation.

Progress report on our key ESG themes

(Environmental) Facilitating environmental sustainability in electronics

In FY23 we continued to consider and develop environmental sustainability initiatives in our business, especially ones supporting customers in the development of PCBs with lower resource impact. In doing so, we sought to enhance Altium's role as a thought leader in our industry's sustainability journey.

For more information on these and Altium's other customer and environmental sustainability initiatives, and our plans for FY24, please see Sections 5 (Customer) and 7 (Environment) of the Report.

During FY23 Altium has:

- Partnered with the digital reality and autonomous solutions innovator, Hexagon, in a thermal solution integration project which is presently in testing phase. While requiring further documentation and analysis, if realised as anticipated, this solution has the potential to reduce 1 iteration in the development phase of a product that is normally 6-7 iterations. For the benefit of both the customer and the environment, this should result in reduced Greenhouse Gas (GHG) emissions and additional recycling of electronic waste.

- Advanced a methodology and system to calculate GHG emissions for materials when designing a PCB in Altium 365. We call this concept *Sustainability by Design*. It seeks to innovate where no system presently exists which automatically calculates emissions during the design phase. This has reached proof of concept point and represents an exciting development to test further in FY24.

- Collaborated with IPC, who are leading the development of standards in the electronics industry. As a member of the IPC Sustainability for Electronics Leadership Council, Altium has taken a leading role in the development of IPC's sustainability strategy.

(Social) - Facilitating access to education for women and girls to offer them the opportunity to become PCB design engineers

72K

STUDENTS

130

COUNTRIES
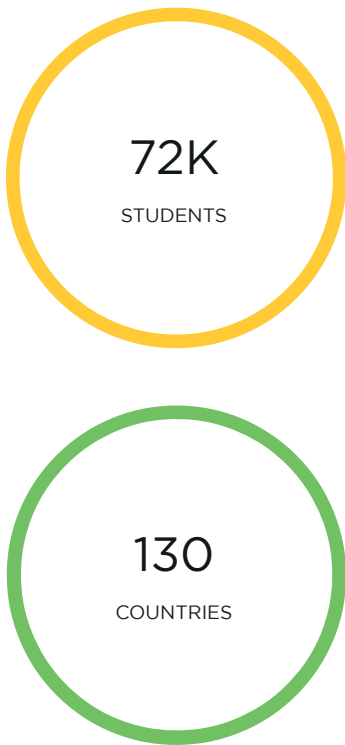
Science, technology, engineering and mathematics (STEM) education is critical for the future of the economy and society. Altium believes all students should have access to quality STEM education regardless of their background or circumstances.

During FY23, our Altium Education team continued its efforts to empower the next generation of electronic engineers. We provide access to electronic design tools to build and nurture a global community of innovators. We are committed to welcoming emerging engineers, from all backgrounds, into the design community and empowering them to make a difference.

Altium leads multiple education initiatives offering Altium Designer and resources to college professors and student engineers facilitating design ideas to be realised and without being impeded by budgetary or resource constraints.

The Altium Education program was launched in March 2022. By June 2022 it was supporting approximately 20,000 students. During the FY23 Reporting Period an additional 52,000 students have joined Altium Education across 130 countries.

A key and ongoing focus within our education programs is creating access to education for women and girls. We recognise the significance of investment in this context and we place emphasis on those regions where access to education by women and girls may be challenging or unavailable.

To address the under-representation of women and girls in electronic engineering, Altium established our Scholarship Program for Women in Electronics. Our mission was to provide free accessible Altium Professional Training and Altium Designer Pro Licenses to women and girls whose access to education is limited and offer an in-kind grant to those participating.

At our 2022 Annual General Meeting, we shared our goal of training at least 175 women and girls to become future PCB designers. During FY23 we exceeded this target and made in-kind grants of approximately US$1.2 million.

For more information on Altium's education initiatives, please see Section 8 (Community) of the Report.

(Governance) Transformational governance for our Board and our Company

During FY23, Altium has sought to position for the next phase of our growth, commencing a process of Board renewal and expansion as well as placing an increased focus on risk governance and infrastructure in our business.

In FY23, Sam Weiss announced his intention to retire as Chair after a 16-year period of service. Mr Weiss will continue as a valued member of the Board and has been proactive in his approach to ESG and, in particular, our work with Pathzero. The Board has determined a revised Board skills matrix which will guide our recruitment search for a new Chair as well as additional non-executive directors to expand our governance capability and the capacity of the Board to oversee and to support the Company's strategic direction as it seeks to transform the global electronics industry.

For more information on Altium's governance initiatives, please see Section 3 (Responsible Business) of the Report and our FY23 Corporate Governance Statement: www.altium.com/corporate-governance

Responsible Business

Corporate governance

Altium supports the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. More information on Altium's corporate governance policies and practices can be found in our FY23 Corporate Governance Statement: www.altium.com/corporate-governance. Links to relevant policies and practices are also identified in this Report and can be found on our website.

We continue to review our practices considering current and emerging corporate governance developments of relevance to Altium, and to reflect regulatory changes as appropriate and recommended.

Ethical labour practices, human rights and modern slavery

Addressing modern slavery continues to be an important matter for Altium and our stakeholders. In November 2022, we published our second annual Modern Slavery Statement in compliance with Australia's *Modern Slavery Act (Cth)* (2018). Our Statement outlines the actions we have taken to identify and address risks of modern slavery within our operations and supply chain.

For our direct workforce, we continue to use measures to support fair labour practices and guidelines to ensure that we operate respectful and safe work environments for our employees globally. We are committed to treating all employees with respect and in compliance with our Human Rights Policy. We strictly prohibit the use of slavery, forced labour and human trafficking. Our hiring practices are aligned with local labour and employment laws in all jurisdictions where we conduct our business. Any person who applies for employment at Altium does so on a voluntary basis and all employees are legally entitled to leave upon reasonable notice without penalty.

For our indirect workforce (i.e., our suppliers), we have a published Supplier Code of Conduct (SCC). The SCC establishes Altium's expectations of those who provide services to our group which includes anti-modern slavery and labour practices.

We promote responsible procurement and are seeking to facilitate the creation of a secure, efficient, and ethical electronic fabrication and assembly value chain that is both less vulnerable and more resilient to disruption.

During the FY23 Reporting Period, we have formalised our procurement processes further. particularly by seeking to ensure supplier alignment with our SCC. By the end of FY23, 10 of our top 30 suppliers had specifically acknowledged our SCC in writing. The balance of our top 30 suppliers have their own Supplier Codes of Conduct or equivalent which we have reviewed to ensure alignment on issues relating to modern slavery.

We continue to partner with Point Advisory to develop our diligence and remediation programs which we will report on during FY24 (please see the case study below).

Read our FY22 Modern Slavery Statement to find out more about our modern slavery risk assessment.

Developing our Modern Slavery Roadmap

In FY23, Altium engaged an external expert in human rights to help us develop a forward-looking Modern Slavery Roadmap and Action Plan. The Roadmap set out a strategic pathway and examined how we will continue to address modern slavery risk. It also discussed the development of a remediation plan to help us work with vendors to address human rights issues, as outlined by the United Nations Guiding Principles on Business and Human Rights.

An important step in developing the Roadmap was Modern Slavery 101 training conducted during FY23. The training was held to raise internal awareness of modern slavery and modern slavery risk, our modern slavery obligations and to disseminate and receive feedback on the findings of our modern slavery risk assessment. We believe that a greater understanding of modern slavery across our business will ultimately help underwrite the effectiveness of action planning.

We are committed to manage our human rights and modern slavery risks and impacts across our operations and value chain to avoid, mitigate and remedy instances of modern slavery or breaches of human rights. In FY24 we will commence implementation of our Roadmap and development of the related, multi-year Action Plan.

People, Engagement and Culture

At Altium, our people make the difference. We have over 800 team members across 18 countries who seek to embody our commitment to diversity and inclusion. We believe that our corporate values enable our people to realise creativity, ingenuity, efficiency and value creation.

At Altium there are three key ways we enhance value through people and culture:

Attracting, developing and retaining great talent	Championing employee engagement, diversity and inclusivity	Promoting health, safety and wellbeing for our people

Talent attraction and retention

During FY23, we accelerated the pace of recruitment across Altium to develop and enhance capabilities in areas of key strategic growth including cloud-based Engineering and Sales teams, enterprise sales and corporate management. This resulted in our global team of full time equivalent (FTE) employees increasing 10.5% year-on-year. During a time where market conditions were contracting and material redundancies occurred across much of the technology sector, Altium continued its drive to attract the best talent to underpin our transformative agenda.

During FY23, we also compiled data to better understand the lengths of tenure within our workforce. Examining team members' tenure provides a useful lens on diversity which is ultimately driven by our different experiences, perspectives, and knowledge. We value all our people, from those with longer tenure, possessing a depth of knowledge of our Company, its beginnings and its evolution, through to our new starters with fresh ideas and perspectives from which we can learn.

Employee tenure breakdown by occupational category

YEARS OF SERVICE	EXECUTIVE MANAGEMENT	TECHNOLOGY POSITIONS	FY23 TOTAL WORKFORCE
<1 year	3	82	239
1-3 years	2	107	278
4-5 years	0	53	123
6-10 years	2	79	148
11-15 years	3	13	47
16-20 years	0	7	13
21-25 years	0	4	8
25+ years		3	3
Total	10	348	859

 CASE STUDY

Employee experience

When Ute joined Altium in 1994 as an Application Engineer, the Company was less than 10 years old. Now, after 28 years, she loves her work more than ever.

To Ute, the act of learning, no matter its source or reason, is the very essence of growth. It hasn't stopped. As her understanding grew, so did her roles and opportunities, like taking on more management responsibilities. She often found herself at the intersection of Altium's technology and customers. Ute thrived at that intersection.

"I spent time with customers who needed special care. I was able to de-escalate critical situations with customers very quickly." With that ability, along with many others, she is now Senior Director of Customer Engagement, and the tech/people intersection is now global. *"How amazing to be on the pulse of how our products are used. I'm connected to the customer side and the product development side. Every conversation teaches you something."*

Ute Huber

▸ Sr. Director of Customer Engagement, Germany

A purpose-led employer brand

During FY23 we re-imagined our employer brand and recruitment strategy. We focused on branding as a premier technology employer, seeking to create a competitive advantage in attracting rising star talent.

Part of this was to establish the core pillars of our employer brand. These are four core pillars that set us apart that are uniquely Altium's (see below). Their articulation was refined through historical research and conversations with current employees.

We also created a suite of recruitment enablement materials with our Talent Acquisition team to provide our candidates with further insight into the Altium story, our vision and mission and the lived experience of working with us and contributing to our transformative agenda for the electronics industry.

Our onboarding process was then enhanced to best facilitate enablement and time to realise potential. All new employees are onboarded with a focus on our values, expected behaviours and dedicated training. This includes training on our Code of Conduct, anti-bribery and corruption, ethical behaviour, human rights and diversity and inclusion. Our training is offered virtually through Skillsoft and employees maintain their own learning and development dashboard. During FY23, 100% of new starters completed their onboarding training.

Altium's employer brand pillars

The confidence of financial strength

No immovable object

Solutions for an infinite future

Transformation is eternal

Employee engagement

Empowering our people to realise their potential involves creating a work environment where they feel a sense of belonging, of support and of recognition. During FY23, Altium conducted an internal employee engagement survey to establish a baseline of lived experience.

The baseline offered us measurable objectives against which we can design our people programs. In FY24, we will undertake further and more tailored engagement surveys and quarterly pulse surveys to enrich our understanding of what matters to our people and their experience of working at Altium.

Supporting women – Altium Women's Empowerment (AWE) Employee Resource Group and Altium Women's Month 2023

Women are underrepresented in the electronics industry compared to other industries — with only 10% of leadership positions. Altium believes the industry can do better and will serve its own needs by doing so.

In support of advancing diversity and inclusion at Altium, and in alignment with our mission to increase career opportunities for girls and women in electronics, we have made encouraging the advancement of women in our organisation a focus. This is key to our goal of attracting, retaining and promoting top talent.

In FY23 we launched the AWE Employee Resource Group. It is led by a core group of employee volunteers and serves to lift women up in our organisation through monthly programming, community activities, and connections between employees and external partners like Women in Electronics (WE), a California based non-profit organisation dedicated to expanding the opportunities for women and diverse talent in electronics and related industries that represent end-user markets. Materials and activities are primarily focused on content related to women in leadership, and are available to all employees, regardless of role or gender.

A key AWE program during FY23 was Altium Women's Month during March, scheduled to coincide with Women's History Month in the US, and March 8, global International Women's Day. Dedicated to honouring and reinforcing the value and importance of women in leadership roles at Altium, Women's Month activities were open to employees across the globe and encompassed a series of internal talks hosted and led by women leaders at Altium with the purpose of connecting, supporting, educating and inspiring their female colleagues.

Woman's Month activities were highly attended world-wide, with engaging personal narratives, advice on career advancement, and open Q&A with attendees. This month-long event was one of the most positively received events held in FY23, with requests for an ongoing series in FY24. The event reinvigorated and inspired our female workforce, connected women from junior level employees to senior leaders, and worked to foster a deep sense of community for those who attended.

Ensuring that women as well as all underrepresented groups have opportunities to contribute and grow at Altium is a business and ethical imperative. We are here to transform an industry while making a positive impact on the world. Through our diversity and inclusion efforts, including empowering women in our field, we are better able to do both.

Diversity and inclusion

Altium's Diversity & Inclusion Policy outlines our commitment to support diversity and enable inclusion as well as assist our people to reach their full potential. We strive to ensure that our hiring and employment practices are inclusive, and we intentionally partner with recruitment agencies that champion diversity.

In FY23, Altium set a series of diversity measurable objectives to help enhance engagement on diversity and inclusion issues. This included the establishment of the AWE Employee Resource Group (highlighted above), targeting surveying to understand lived experiences in relation to diversity. For more information on the status of our Diversity Measurable Objectives please see our FY23 Corporate Governance Statement: www.altium.com/corporate-governance.
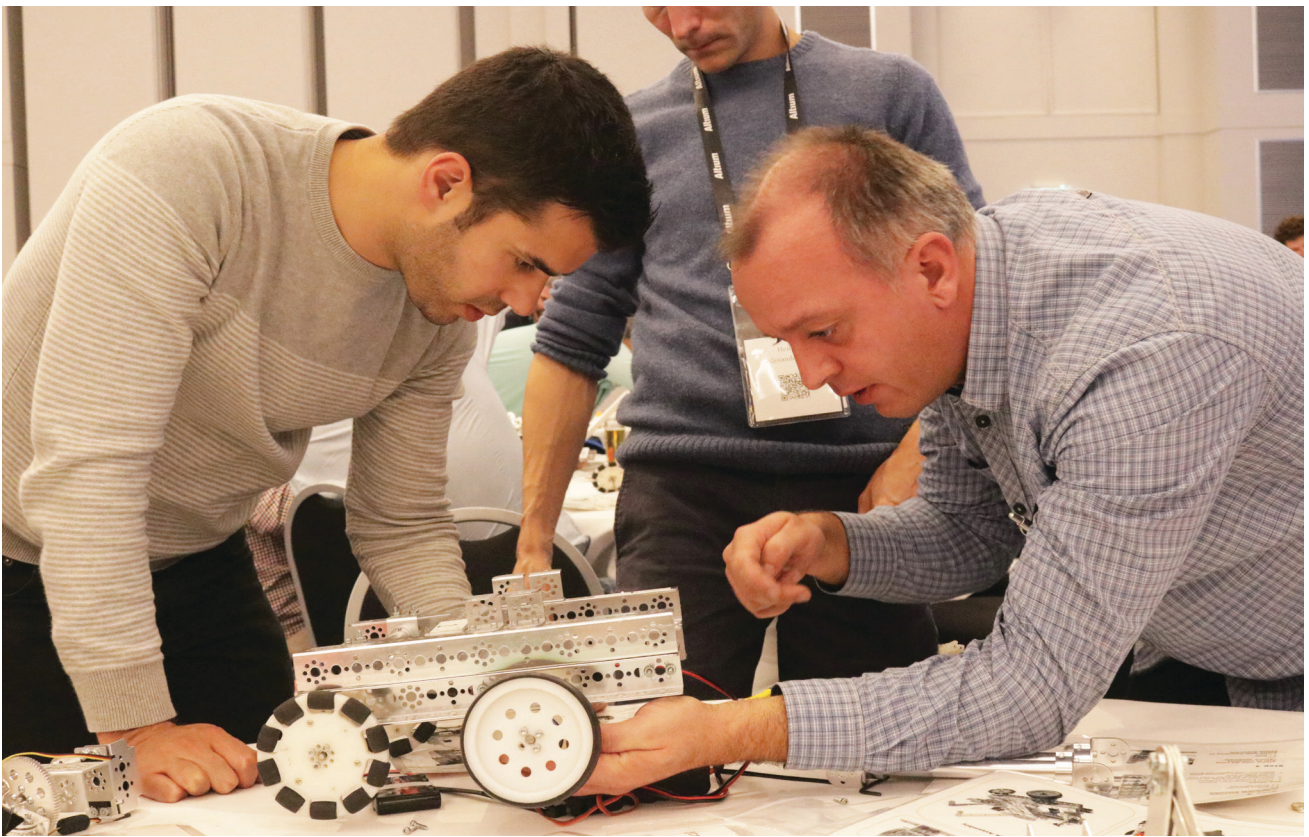
Onboarding and training

Diversity and inclusivity awareness starts with onboarding and is enhanced by ongoing training. At Altium, this includes specific training on recognising unconscious biases in the workplace and understanding how addressing bias benefits everyone. By the end of FY23, all of our people managers had completed this training.

Education

We recognise the importance that education plays in helping our people develop personally and professionally. To support this, we established our Education Assistance Program. This program is specifically tailored to assist employees in their pursuit of voluntary academic studies aligned with Altium's business requirements. As part of our effort to incentivise employees to participate in voluntary continuing education, we provide financial assistance grants for programs leading to formal qualifications.

During FY23, eligible employees continued to receive up to US$4,000 annually to support their educational pursuits.

Through these and other efforts, we continuously strive to create the best working environment for our people.

$4,000
ASSISTANCE GRANTS

Ensuring health, safety and wellbeing of our people

Safety at work – global and local

Employee wellbeing is key to our people, engagement and culture endeavours. Altium is committed to providing and maintaining a healthy and safe work environment for our people.

Occupational health and safety (OH&S) at Altium is governed by our adherence to local workplace legal practices and regulations.

During FY23, no work-related injuries or illnesses were reported.

As part of onboarding processes, jurisdiction suitable OH&S training is assigned to new starters. Employees continue to undertake annual training to ensure OH&S and wellbeing is front of mind in all our interactions.

Altium offices:

- have designated OH&S champions, office health and safety reps and first aiders.

- are periodically inspected by third parties to attest to safety and that relevant standards are being met.

- provide staff with adjustable equipment so workstations can be ergonomically set up to meet individual needs.

In addition to providing a home office internet access allowance for all staff members working remotely, we are also committed to considering hybrid work environment OH&S considerations for individual employees.

During FY23, where continuing to be required, local teams carried out measures to follow government guidelines on COVID-19 prevention, to protect employees' health in the working environment.

Mental health support

Altium seeks to providing continuous, safe working conditions that underpin the good health of all our people. This includes by promoting a workplace that minimises work stresses and encourages wellbeing.

Altium's Employee Assistance Programs (EAPs) across global workforce regions are designed to support the mental health and wellbeing of our employees and their dependents. Our EAPs offer confidential counselling services, referrals to external resources, and assistance for various personal and work-related issues to help employees cope with challenges and improve their overall wellbeing.

Throughout each region of operation we also offer specific benefits to support our employees' mental health through services such as access to the meditation and wellness app, Calm, and nilo.health, a mental wellbeing platform.

Update on our response to the invasion of Ukraine - employees and family members relocated

At Altium, we support our employees and their families with relocation assistance when they are moving countries while working with us. Last year, Altium moved quickly to do so with those displaced during the Russia-Ukraine crisis. To the end of FY23, we have helped over 100 people associated with Altium (our employees and their families) with relocation from Ukraine to Poland. We have continued to support impacted employees in their relocation by providing stipends and checking ins on their safety and wellbeing, while continuing to maintain their employment with us.

In this terrible situation, Altium sought to provide compassion and aid to our employees. At the same time as helping our Ukrainian team members, this has also provided our business with important lessons in crisis management and business continuity.

Customers

Customer engagement and experience

Onboarding

In FY23, Altium further developed onboarding programs for our customers with a specific focus on the Altium 365 platform. As part of the platform onboarding process, Altium conducts Altium 365 onboarding sessions and webinars several times a week.

Following the launch of Altium 365 in 2020, Altium has established a dedicated, global Customer Success team with representatives located in all major markets to support Altium 365 customers who can reach us via multiple channels.

Our Enterprise Deployment team chaperones Altium's Enterprise customers conducting regular check-in meetings. Our goal is to ensure successful deployment for customers who have chosen to adopt the Altium platform as well as to nurture expanded use and adoption of the Altium Enterprise tools and solutions.

Surveys and feedback

Altium employs both quantitative (surveys conducted at different touchpoints and within our products via analysis of the product usage data and user experience research) and qualitative (user interviews and focus groups) methods to gather and process customer feedback. User feedback is analysed and informs our product and solutions strategy and roadmap.

There is an 'instant satisfaction' check following any customer interactions with our Support Centre. This is conducted for personal interactions in chat and tickets as well as chatbot-only interactions. Our Support team measures Customer Satisfaction (CSAT) Scores and Net Promoter Scores (NPSs) to assess performance. We also collect feedback on the usefulness of our documentation and customers are encouraged to provide feedback. Any feedback from customers regarding new functionality, as well as identification of bugs, is directly shared with our Product team for appropriate response and remediation where necessary.

Over the last 3 years our CSAT and NPS scores have improved each year. Our FY23 CSAT score was 4.5 on a 1 to 5 level rating scale and our NPS was 53. The NPS standard has a score range between -100 and 100. An NPS of 0 is considered good, while an NPS of 50 is considered excellent.

User community

Altium actively engages with our user community via our customer portal (AltiumLive). Users may also participate in online discussions, user conferences (AltiumLive PCB Design Summit), and by participating in and sponsoring user groups globally. In FY23 we continued to invest in the development of training manuals to provide our users with guidance accessible through self-service.

The impact of our technology for customers
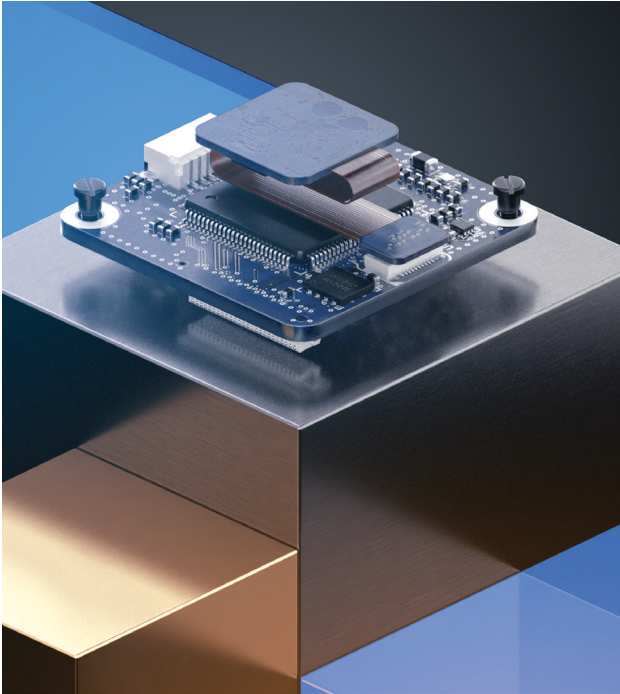
During FY23, Altium enabled our customers to make an impact by using our technology to drive innovation

⬩ CASE STUDY

How Altium 365 solutions helps RESOLVE's Trailguard AI save wildlife

In Africa and Asia, poaching is reaching critical levels and placing animals at risk of extinction. Altium, through its Altium 365 Solutions program, has partnered with RESOLVE, a team of collaborative leaders who work to forge sustainable solutions to critical social, health and environmental challenges including conservation.

Altium 365 Solutions has been pivotal in helping RESOLVE build and implement TrailGuard AI, which is used as a security system for national parks to detect, stop, and arrest poachers. Altium 365 Solutions allowed the TrailGuard AI team to connect, innovate and exchange project ideas with their globally based engineers, in real time. Altium 365 Solutions software provides flexibility and freedom to designers and engineers and has assisted with RESOLVE producing a conservation tool that if applied appropriately, can help to facilitate the protection and monitoring of wildlife as well as other challenges in conservation.

How Luxonis uses Altium 365 to innovate AI vision systems faster

Luxonis creates AI vision systems to help engineers accelerate innovation and development of computer vision-enabled products. They use Altium Designer and Altium 365 to collaborate with engineering teams worldwide, source reliable components and streamline their workflows to increase productivity. Their solutions have exciting applications in areas like workforce augmentation, safety measures, and wildlife preservation, demonstrating the positive impact that technology can have on the world.

Incorporating Altium 365 and Altium Designer means that Luxonis can easily share their open-source design with customers so that they can have a design up and running fast, with a reduction in time to market. Altium speeds up the design process, from the first idea to the manufacturing. The Luxonis team can be sure that they are working on the most up to date design files and the Altium 365 library sharing function ensures all teams have access to the same design data.

Robots are already far outperforming humans in many industry tasks, such as health and safety monitoring. Luxonis is using its technology to address these industry specific problems, with its innovations helping to improve and even save lives.

How photons could power the next generation of AI with Lightmatter

The need for stronger computing cycles is inescapable — particularly as AI data centres continue to grow. To continue innovating at the same pace, companies need to embrace new technologies.

What started as an MIT thesis has turned into a product that can replace the existing compute clusters Google and Amazon use to train their AI algorithms and cut down on power consumption dramatically. Instead of using an electric charge, Lightmatter chips use photonic circuits that manipulate light to perform matrix multiplication operations.

Using Altium Enterprise Solutions, Lightmatter can streamline its board design process because our application is cloud-based and under version control. Altium Enterprise Solutions ensures the crucial integration and connection between schematics and design with easy design sharing between internal and external teams. Altium allows for a much more efficient back and forth.

As AI data centre consumption continues to escalate, Lightmatter's solution becomes more and more valuable. And with Altium, Lightmatter can continue to set itself apart from well-known competitors, innovating at breakneck speed and delivering the kinds of products that will transform the way we think about computer chips.

Altium Enterprise enables Lightmatter to bring its highly scalable, energy efficient compute solutions to market faster.
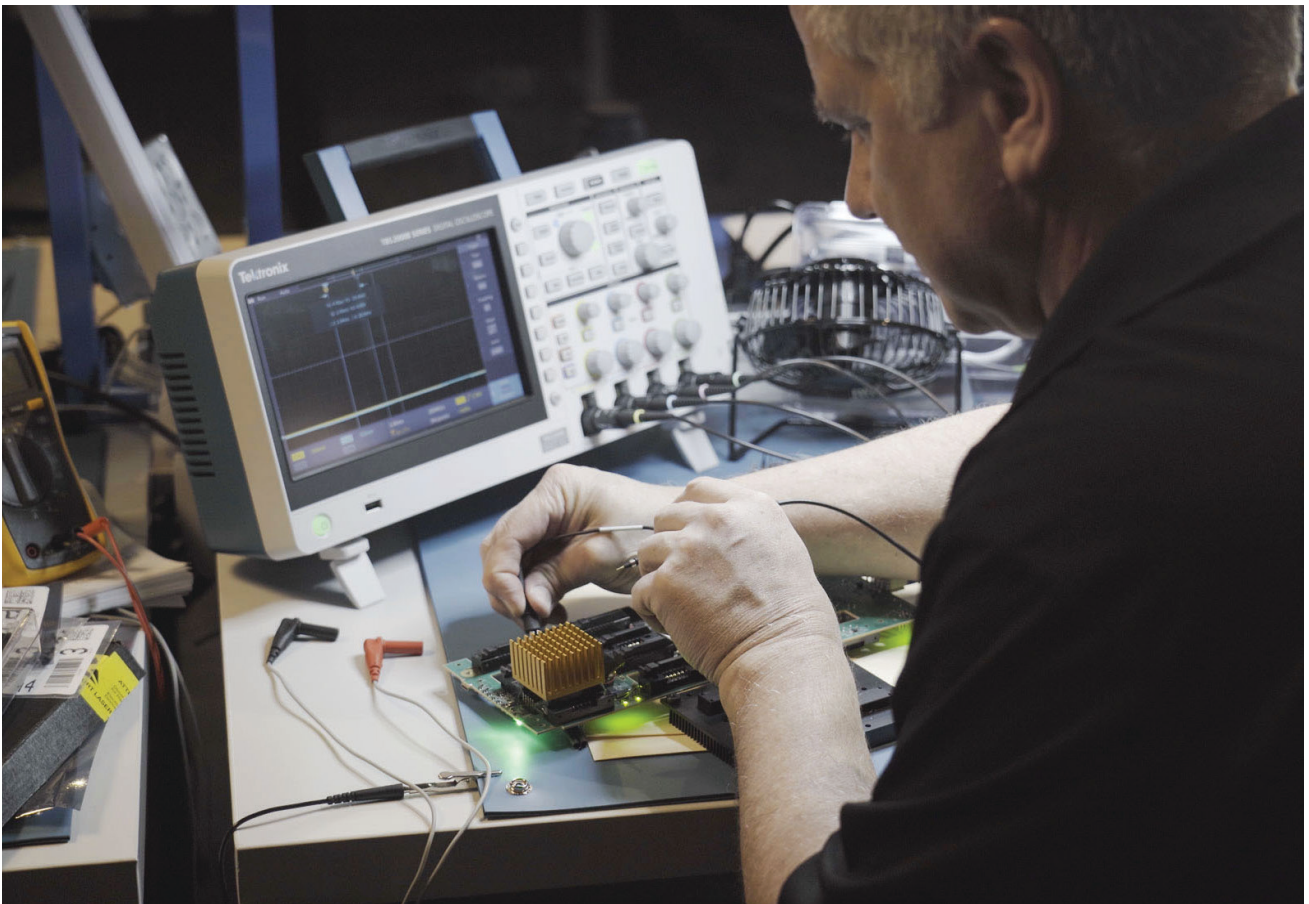
Cyber Security and Data Governance

Cyber security, data privacy and protection, and business continuity constituted three of Altium's five most material ESG reporting topics during FY23 and remained priorities for us throughout the year.

Cyber security

In FY23, Altium established and continues to operate a Cyber Security Management Committee led by our Director of Cybersecurity and comprised of representatives from our Information Technology (IT), Research & Development, Software Development & Operations (DevOps) and Business Operations teams. The Cyber Security Management Committee has responsibility to monitor the current and emerging cyber threat landscape and manage our global security program, applying recommended security measures to our technology systems and infrastructure. The Committee meets regularly to provide management level governance of security issues.

The Altium Board has oversight of cyber security through quarterly reports to its Audit and Risk Management Committee (ARC) by our Chief Operating Officer and regularly reviews the effectiveness of our cyber security frameworks. During FY23, Altium worked with external counsel to present the ARC a briefing on cyber security legislative changes and proposals that will or may impact on our global business. In FY24 we will schedule ongoing briefings involving external counsel to ensure the ARC are continuously provided with contemporaneous updates in a rapidly evolving area.

We consider cyber security skills, expertise and experience critical. In FY23 we recruited three new members to our Cyber Security team with specific experience and capabilities in application security engineering, security product management, cyber risk and compliance management.

During FY22, Altium launched the internal Security Bug Bounty program to further strengthen our security posture and we have maintained the program in FY23. The program continued to work effectively. Our people detected several security bugs, each of which our Engineering team was able to address and remediate in a timely manner.

We believe that information security is everyone's responsibility. Altium employees are required to report any suspected suspicious cyber activity or security concerns to our global IT team. Altium employees are also expected to participate in ongoing security awareness training delivered through our virtual Skillsoft training portal which we measure and monitor for compliance purposes.

Our training program covers phishing campaigns, the evolving cyber threat landscape, best practices for staying secure, individual employee responsibility to keep data and information systems secure and how to report any suspicious activity.

Altium has in place a detection and response approach to monitoring potential data and access security threats and takes action to mitigate incidents.

During FY23, Altium achieved System and Organisation Controls (SOC)2 Type 2 certification for the Altium 365 platform. SOC2 Type 2 certification involves an evaluation of the effectiveness of security controls over a specified period and ability to operate consistently over time. This certification reflects Altium's commitment to safeguarding customer information and mitigating the risks of data breaches or cyber attacks. Audits will be conducted on a yearly basis by an independent audit firm to reconfirm Altium's certification status.
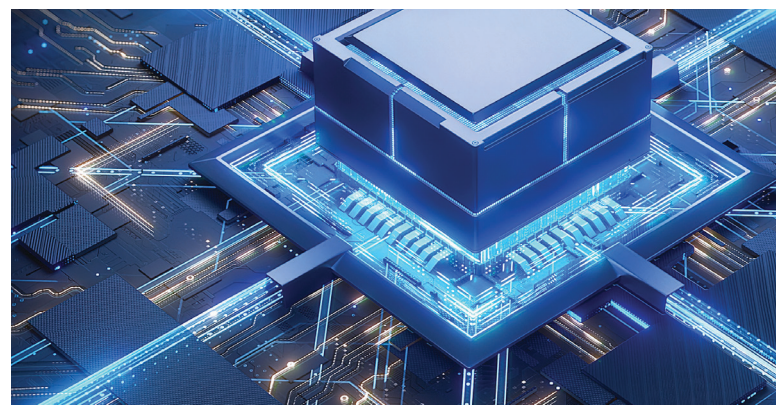
Data governance

In FY23, we undertook several initiatives to support our continued responsible use of data which included:

- Commencing a data privacy and protection project with external counsel to embed obligations required by new legislation

- Commencing global data mapping

- Assessing data transfer impacts throughout our systems

- Refreshing and updating our Privacy Notices and Data Processing Agreement

Good data governance is a commitment at Altium. We publish FAQs and enable our customers and partners to submit online questions.

Altium's Privacy Policy describes the basis on which Altium collects, processes or stores data. Altium processes personal data to provide certain services in accordance with customer preferences, to respond to customer requests, to contact customers regarding tailored products and services which may be of interest to them or to conduct relevant administrative services.

Altium also collects data and other information to improve our understanding of how customers adopt and interact with our products and services. This information informs our research and development efforts and allows us to optimise existing offerings or develop new products or services which may better serve the needs of our current and prospective customers. During FY23, Altium commenced a global review of its data mapping and will be publishing an updated Privacy Policy in FY24.

Altium may collect additional information from those customers who participate in Altium's Customer Experience Improvement Program. This additional information will relate to the features and functionality customers are using. Customers always retain the option to opt out of this Program.

Altium has two Data Protection Officers, one located in Munich, Germany and the other in Cambridge, United Kingdom. Customers may request that their data is removed from our systems at any time by contacting data. compliance@altium.com.

Protecting customer data is the responsibility of all our people. All Altium employees are expected to undertake privacy training to understand our and their obligations under applicable laws. We have supplemented this with virtual briefings by external counsel and, during FY24, will offer additional training on Altium's data protection obligations, including specific training based on employee roles and responsibilities.

We maintain an active membership and engagement with recognised professional groups such as the International Association of Privacy Professionals (IAAP) and ISACA (previously known as the Information System and Audit and Control Association).

Business continuity and disaster recovery

Altium maintains plans and practices that are designed to underpin continuing business operations, including critical IT workloads, through a crisis or material disruption. A key element of Altium's business continuity is our product data infrastructure, which relies upon a combination of cloud services built upon Amazon Web Services (AWS) infrastructure. Altium follows AWS Well Architected guidelines to achieve high availability and disaster recovery. In addition to AWS, Altium has taken a cloud / SaaS first approach to our business systems, communications technology, and end-user applications.

The Altium 365 disaster recovery program, which relies on a robust technical environment and reliable restoration capability, ensures that services are appropriately backed up, recoverable and remain available. Altium tests backup and recovery mechanisms for critical systems on a regular basis to ensure adequate Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs) are met. Altium's critical systems are calibrated to ensure the Company can meet and respond to disasters within our target RTOs and RPOs.

We ensure business continuity through effective crisis management and disaster recovery practices to limit the economic and commercial damage which may be caused by external events. We regularly monitor our platform and ensure the reporting of any issues to make certain that we meet our customers' needs and expectations.

▸ CASE STUDY

Altium 365 GovCloud

During FY23, Altium launched Altium 365 GovCloud (Altium Announces Launch of Altium 365 GovCloud | Altium).

Altium 365 GovCloud is a dedicated region operated by Altium, exclusively managed by US Persons on US Soil, and located within the AWS GovCloud region. While Altium 365 serves as a comprehensive electronic product design platform, empowering organisations to enhance their PCB design processes and create superior products efficiently, Altium 365 GovCloud is dedicated to meeting the specific needs of secure workloads and adhering to stringent government requirements.

Participating in the United States defence supply chain, aerospace, energy, and telecommunications industries requires compliance with regulatory requirements such as the International Traffic in Arms Regulations (ITAR) and Export Administration Regulations (EAR). Altium 365 GovCloud can help organisations manage regulated product development and meet flow-down requirements as contractors and suppliers.

Altium 365 GovCloud was developed in a cross-functional effort to ensure all aspects of customer engagement, support and success are performed in a secure environment by US persons only. Altium also provides a comprehensive Trust Centre equipped with a knowledge base to assist users in comprehending the security and compliance features of Altium 365 and our GovCloud offering. Further information can be found by visiting altium.com/trust.

Altium 365 GovCloud allows us to collaborate with companies dealing with ITAR, EAR and similar mandates. Altium 365 GovCloud offers enhanced compliance measures and certifications tailored to meet government standards.

Environment

Altium recognises its responsibility to manage the impact we have on the environment and support positive environmental outcomes. We believe in doing our part to operate our business in a way that minimises environmental harm.

In our pursuit of continuous improvement through the development of Altium's design software and cloud products, we are promoting an increased focus on sustainable PCB design and manufacturing through material and substrate choices and preference for sustainable manufacturing methods.

In FY22, we nominated sustainability in electronics as a key ESG theme and to this end, we are exploring microelectronics and miniaturisation. In this way, our intention is to further understand and finesse solutions to reduce our customers' impact on the environment.

Action on climate change

Altium is committed to managing and reducing our Greenhouse Gas (GHG) emissions.

During FY23, we continued and expanded our partnership with Pathzero. We undertook three key initiatives:

1. To continue to empirically measure our baseline GHG emissions across Scope 1, 2 and 3. We began this work with Pathzero in FY21 and the results have enabled us to understand the largest sources of our GHG emissions.

2. To calculate potential targets for emissions reductions across Scopes 1, 2 and 3 by applying science-based targets (SBT) methodology. These calculations were completed during FY23 and will inform and guide our future GHG emission reduction pathways and initiatives.

3. To evaluate how Altium can implement the recommendations of the TCFD and other global reference standards seeking to improve and increase the reporting of climate-related financial information, including the recently published International Sustainability Standards Board (ISSB) IFRS 2 standard that adopted the TCFD recommendations. Altium initiated an alignment process with TCFD in a systematic manner. This involved conducting a comprehensive assessment of the existing foundations and processes within Altium that may support recommended actions. Altium worked collaboratively with Pathzero to undertake a gap analysis and prepare a preliminary TCFD alignment roadmap.

Altium has initiated several critical climate-related initiatives that underscore its commitment to sustainable business practices. From the initial foundational step of measurement of organisational GHG emissions (in FY21 and FY22), Altium's climate journey progressed in FY23 towards taking action, as evidenced by the commissioning of studies to assess possible science-based targets (SBTs), emissions reduction initiatives and TCFD alignment. These will inform management decisions and reflect a progression towards the next stage of climate strategy definition and implementation."

Christophe Brulliard

Chief Sustainability Officer, Pathzero

Energy and emissions

As noted above, during the Reporting Period, we conducted an inventory of our Scope 1, 2 and 3 GHG emissions. Our emissions were validated in accordance with the GHG Protocol's Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.[1]

Altium's largest sources of greenhouse gas emissions for the financial year were professional services, air travel, direct purchase of electricity, base buildings, and ICT services and equipment.

Our organisational net GHG inventory was 10,839 tCO2e for FY23. Altium's Scopes 1, 2, and relevant Scope 3 gross emissions are shown in the table and graph below.

Comparing year on year

FY21 > FY22: the increase in our emissions can be explained by noting the post-COVID normalisation of our global operations, and growth.

FY22 > FY23: the small decrease in our emissions can be accounted for by noting the rationalisation of our offices during the past year.

Altium's GHG emissions FY21-FY23

	FY21	FY22	FY23
Scope 1tCO$_2$e	3	1	1
Scope 2tCO$_2$e	1,783	1,865	917
Scope 3tCO$_2$e	8,772	9,899	9,991
Total tCO$_2$e	10,558	11,765	10,909

1   The GHG Protocol classifies GHG emissions into three "Scopes":

- Scope 1: Direct GHG emissions from sources that are owned or controlled by Altium (e.g. emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.).
- Scope 2: Indirect GHG emissions from the generation of purchased energy consumed by Altium (e.g. emissions from electricity or gas bought from the grid by Altium).
- Scope 3: All other indirect emissions that occur as a consequence of the activities of Altium, but occur from sources not owned or controlled by Altium (e.g. emissions Altium's suppliers produce in providing goods and services to Altium).
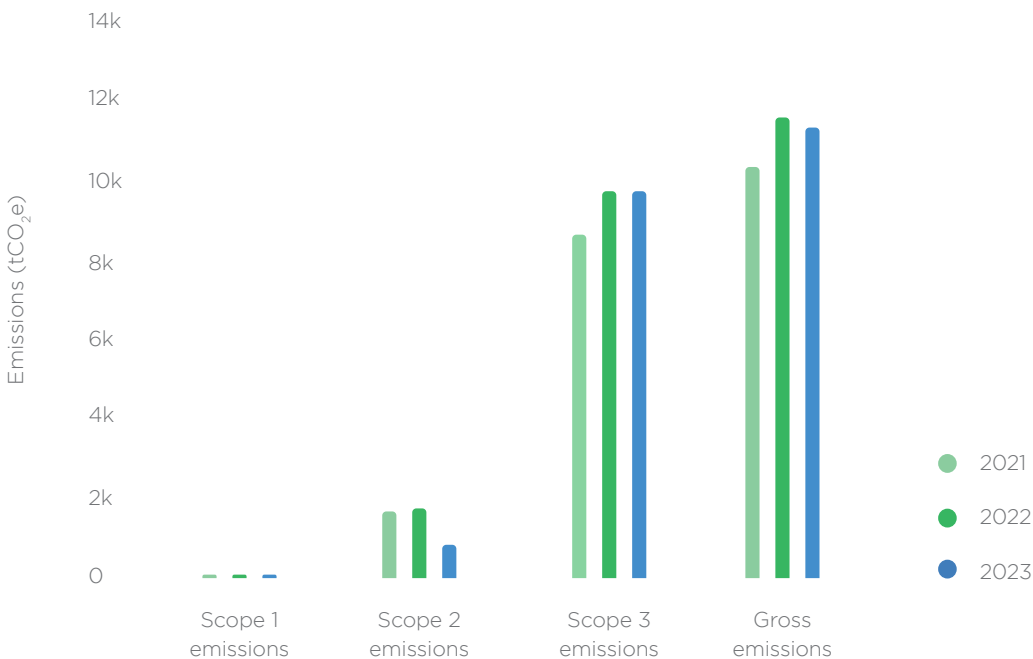
Regional efforts to reduce emissions are already under way

Globally, we deploy efforts to select offices in buildings with environmental credentials (e.g., renewable energy procurement, emission reduction commitments). In several offices, we are encouraging our employees to limit their environmental impacts by reducing the consumption of paper and promoting active and public transport over private vehicle use.

For example, in FY23 Altium Germany introduced a new benefit to our employees who are not entitled to another commuting allowance. Those employees can apply for a Company paid commuter benefit called 'Jobticket'. Following the roll out of the new benefit, 54% of eligible employees have applied.

Environmental impact of PCB design and manufacturing

A key part of our ESG approach is to promote sustainability in electronics. Altium has been progressing PCB design and manufacture initiatives that address design, production and disposal of PCBs and associated materials. While not yet realised, our objective is to reduce the environmental impact of PCBs across the entire product lifecycle. Still in the development and testing phase of these initiatives, our strategic intention is to:

- Better connect product design and manufacturing processes in the cloud.

- Provide a line of sight across the entire electronics manufacturing value chain.

- Support customers in the development of lower impact electronics.

Below, we share several case studies demonstrating the work that we have undertaken during FY23 as part of this strategy.

Thermal solution integration in partnership with Hexagon

At Altium we understand positive environmental design is a challenge that organisations across our industry are attempting to address. We seek to partner with like-minded organisations and collectives to innovate and advance sustainability.

During FY23, Altium entered a strategic partnership with global leader in digital reality solutions, Hexagon. Together, we are seeking to make the design and manufacturing of electronics more environmentally sustainable by assessing the impact of product development decisions on the sustainability of electronics and smart products. The partnership has addressed four key areas:

• Manufacturing sustainability

• Design for sustainability

• Fostering innovation

• Enterprise solutions

The partnership is particularly looking at solutions for reducing e-waste and recyclability improvements.

A highlight of our collaboration thus far is the Altium/Hexagon thermal solution integration project, which is presently in the testing phase. While requiring further analysis, if realised as anticipated, this solution has the potential to reduce 1 iteration in the development phase of a product, which normally has 6-7 iterations of hardware design before the product is ready for production. As each electronics iteration can potentially add months to the development timeline, such a reduction has the potential to have significant commercial value by reducing overall development costs and enabling a faster path to market for a new generation of products. This outcome benefits both the customer and the environment by reducing e-waste and energy utilised during development where a significant proportion of products' environmental impacts are determined at the design phase.

FY24, we are aiming to document the effect of Altium/Hexagon thermal solution.

Sustainability by Design – automated information to provide more efficient solutions and accurate data for reporting at the same time

During FY23, based on Altium Nexar data, we developed a Proof of Concept (POC) for a methodology to support customers designing a PCB in Altium 365 that has automatic GHG emission and water calculation during design phase. If realised, Altium CAD software will enable the PCB designer with calculations automatically.

This automation represents new capability for and information to the customer during the PCB design phase and has the potential to have a great value, particularly with European Union (EU) customers subject to the new EU Corporate Sustainability Reporting Directive (CSRD) from 1 January 2024 and required to document their GHG emissions and disclose the impact of their activities on people and the environment.

▸ CASE STUDY

Thought leadership in collaboration with IPC

IPC is our industry's leading source for standards, training, intelligence and public policy advocacy. Altium has taken a central role to support in the development of IPC's sustainability strategy.

In FY23 Altium became a member of IPC's Sustainability for Electronics Leadership Council. With its membership including some of the biggest technology companies in the world, the Council has been tasked with identifying the most pressing sustainability topics for the industry and building a strategic plan for IPC to address these issues. Altium and other members have been and will continue to be active in an industry-wide materiality assessment to enable the creation of the plan.

Community

As a people-driven business, Altium has a strong presence in the communities within which we operate. We particularly believe in supporting the community to help future electronic engineers flourish.

Altium practices good corporate citizenship by seeking to create positive social impacts for the global engineering community as well as local communities across our value chain. We are investing in these communities through education initiatives and pursuit of partnership opportunities.

Education

Altium's goal is to empower the next generation of electronics engineers and provide equal access to electronic design tools to build and nurture a community of innovators.

Altium believes that a sustainable future depends on the creativity and vision of the next generation of innovators. We are committed to welcoming emerging engineers, from all backgrounds into the design community and empowering them to make a difference.

Altium leads multiple education initiatives that offer Altium Designer and resources to college professors and student engineers making it easier for resource constrained designers to bring their ideas to life.

Our Program

	ALTIUM EDUCATION	ELECTRONICS DESIGN FOR WOMEN	EDUCATORS	EDUCATION IN INDIA
Program & target audience	University students	Women in electrical engineering	University labs	Indian students and institutions
Program description	Filling a gap for engineering professors and university students by providing an introduction to electronics design that is currently not offered as part of a number of engineering degree programs.	Women's Scholarship Program aiming to provide equal access to professional tools and training to emerging women engineers and underrepresented demographics around the globe.	Supporting engineering departments and labs at colleges and universities globally teaching courses in electronic design and engineering.	A targeted program to provide free access to Altium Designer Pro, Altium 365, and training to colleges/universities and emerging engineering students in India.
Program goal	Offer students with the learning and tools they need to master electronic design and enable professional careers for students in electronic engineering.	Implement a pilot program with a 175 student outreach and a US$1 million in-kind grant target.	Provide professors and their students with affordable access to Altium Designer and professional training.	Expand on the base of 3000 Indian students currently enrolled in Altium Education, noting that in India an estimated 240,000 graduate from Electronic / Electrical Engineering studies each year.
FY23 impact	Significant growth, with approximately 72,000 students now enrolled in Altium Education across 130 countries globally. Altium curriculum and workspaces are now being utilised by universities across the world to teach electronics design.	Surpassed pilot goal, training 207 Students across 5 countries, via a US$1.2M in-kind grant. Over 95% of the students reported that they plan to use the knowledge they have gained in advancing their professional careers.	Increased the number of Educator licenses offered worldwide to 1,040.	New in FY23.

During FY23, Altium's products have helped enable students and teachers at some of the world's leading educational institutions. As a result, many of these students now intend to embark on professional careers in electronic engineering.

▶ CASE STUDY

Rensselaer

Rensselaer Polytechnic Institute of Technology

The Mercer X Lab at Rensselaer aims to establish, sustain, and pollinate a culture of exploration and innovation in engineering. Dr. Shayla Sawyer, Professor and Director of the Mercer X Lab, focuses on practical, design-infused engineering education. In FY23, the Institute was part of the Altium Women's Scholarship Program, in which 37 students participated. The Scholarship recipients included first-generation college students, and ranged from freshmen to Ph.D. students, and were all from the under-represented minorities for which the Institute is well known. Post-survey results showed that 97% of the students considered the program excellent for their professional development.

"

Aligning design projects throughout our curriculum is where the Altium Scholarship Program helped us. The Altium Women's Scholarship program gave students confidence and pride in the types of circuits that they are creating for themselves.

Dr. Shayla Sawyer

Professor of Electrical, Computer, and Systems Engineering, Rensselaer Polytechnic Institute of Technology

"

I got everything I needed out of the Women's Scholarship Program. I walked in knowing nothing. I walked out with a solid foundation in Altium Designer. I got a job, I have future prospects and an edge on the competition in the job market.

Amy Marie Jones

Freshman, Electrical Engineering, Rensselaer Polytechnic Institute of Technology

▰ CASE STUDY

University of Pennsylvania

Siddharth Deliwala, Director of Lab Programs in the Electrical and Systems Engineering Department, utilises the Educators Program to populate the Detkin Engineering Lab giving students in the Engineering Department access to Altium Designer Pro and Altium 365. The University's professors have also incorporated Altium Designer and Altium 365 into popular engineering courses including Electromechanical Prototyping (Freshmen and Sophomore), IoT Edge Computing (Senior Masters Class), and Analog Circuits (Sophomore/Junior). Altium is a required portion of the classes. Altium 365 is the professors' tool of choice at UPenn. Additionally, the Penn Electric Racing Team creates multiple custom PCBs with Altium Designer, for their world-class electric vehicles.
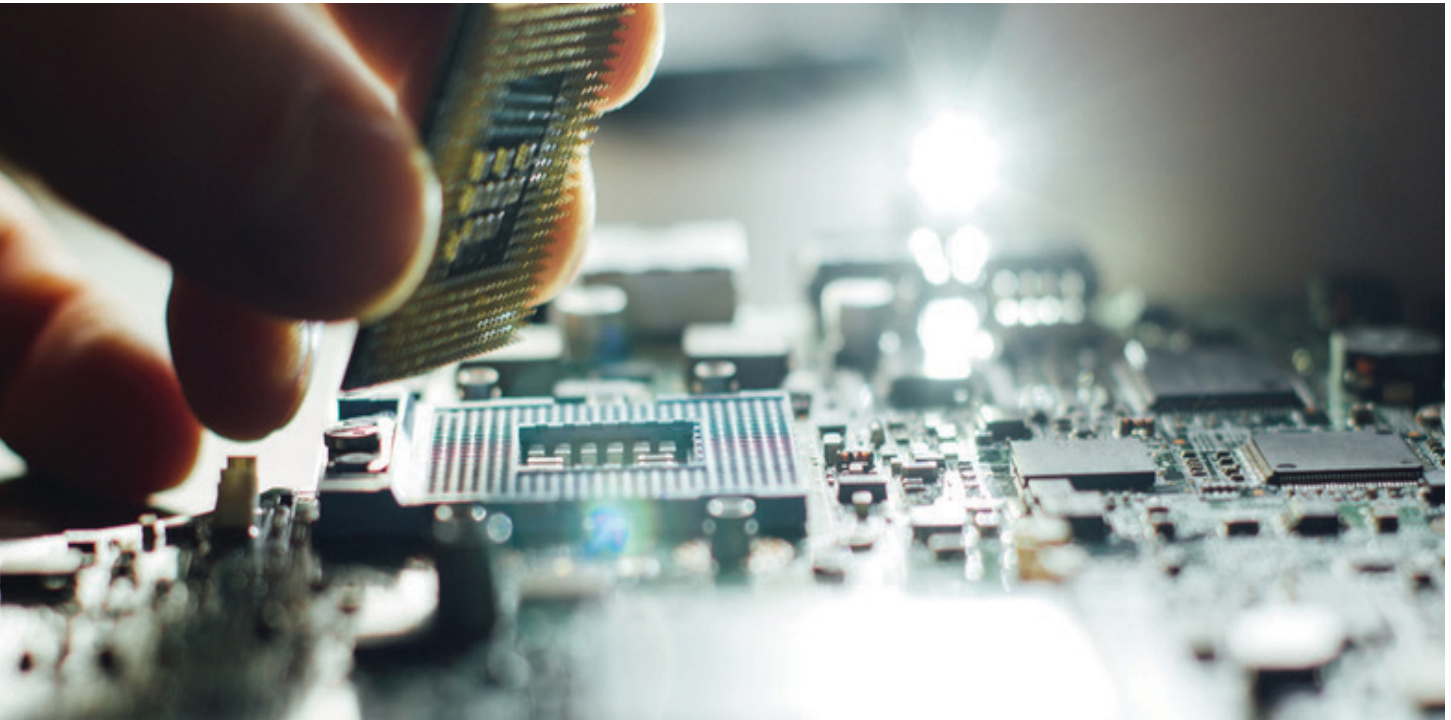
" *Altium 365 has been a game changer this year. My teaching team had an easier time assisting students with comments and grading all the assignments. There have been a number of pain points in the past, trying to keep projects grouped together and trying to make sure we have the right schematics and the right components, that have been solved with the whole spread of A365 features. Students find it to be a breeze.*

Nicholas McGill-Gardner

Professor of Electrical Engineering, University of Pennsylvania

> *Knowing Altium Designer is a big plus for employers and stands out on my resume. This summer I'll be interning for Tesla working with their Power Electronics team and last summer I landed an internship with a medical device company working on PCB's for their heart pump.*

Simone Kwee

Junior, Electrical Engineering, University of Pennsylvania

UC DAVIS
UNIVERSITY OF CALIFORNIA

University of California, Davis

Andre Knoesen, Department Chair of Electrical and Computer Engineering, provides Altium Designer/ Altium 365 as the tool of choice for UC Davis' EE Emerge course which engages sophomores and juniors in hands-on electronics projects to prepare them for their senior design projects and internships. The Engineering Department also uses Altium to teach their Autonomous Vehicle project. The objective of the project is to design and construct an autonomous race car. Each car has a custom PCB designed in Altium.

> *One of the most important things for our EE or CE students is gaining knowledge of Altium Designer. Students' skills in Altium Designer help them attain high visibility with employers and it is often the differentiator among other applicants as they are looking for internships or jobs upon graduation.*

Andre Knoesen

Chair of Electrical and Computer Engineering, UC Davis

> *I was first introduced to Altium Designer through the EE Emerge course at UC Davis. Having Altium designer skills gave me an edge among other applicants in getting interviews and ultimately landing me an internship at NASA Jet Propulsion Labs.*

Sabrina Yarzada

Senior, Electrical and Computer Engineering, UC Davis

Memberships, partnerships and industry associations

We are committed to engaging with industry groups to foster strategic partnerships, pursue innovation, and collaborate on common challenges for the sector and globe. As previously addressed, we are particularly pursuing initiatives to reduce GHG emissions and waste within the PCB value chain.

We are members of various industry associations and partner with those associations and other groups that promote common goals and encourage continuing sustainable innovation in electronics.

Appendix

Performance Indicators

Governance

INDICATOR	FY23	FY22	FY21
Investigations relating to anti-competitive practices	Nil	Nil	Nil
Fines or settlements relating to anti-competitive practices	Nil	Nil	Nil
Involvement in any ongoing corruption or bribery cases	Nil	Nil	Nil
Political contributions and lobbying	Nil	Nil	Nil

Ethical business practices

INDICATOR	FY23	FY22	FY21
Number of reported issues concerning Modern Slavery	Nil	Nil	Nil

Inclusion

INDICATOR	FY23	FY22	FY21
Reported incidents of discrimination	Nil	Nil	Nil

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Altium Limited

Environmental, Social and Governance Report

Employees by employment type and region*

EMPLOYMENT TYPE COUNTRY	PERMANENT FULL TIME	PART-TIME	CASUAL	FIXED TERM	TOTAL ALTIUM EES
Australia	27	2	2		29
Canada	10	1			11
China	158			3	161
Finland	1				1
Germany	92	9			101
India	11				11
Japan	8				8
Netherlands	8				8
Poland	61				61
Russia	1				1
Serbia	45				45
South Korea	6				6
Sweden	1				1
Switzerland	2				2
Ukraine	51	1			52
United Kingdom	56	3		1	60
United States	287			3	290
Vietnam	11				11
Total	836	16	2	7	859

* All numbers are based on number of active employees as of 30 June 2023. Excludes contractors and consultants which totaled 88. Casuals are not included in the total Altium employee number as they are under already counted in the part time category.

New employees and employee turnover*

GENDER	FY23 NEW HIRES	FY23 TURNOVER	FY23 % TURNOVER	FY23 TURNOVER	FY22 TURNOVER	FY22 % TURNOVER
Male	164	126	25%	130	124	25%
Female	123	70	26%	66	89	30%
Other	1	2	50%	3	1	50%
Total	288	198	25%	199	214	
% Female	43%				42%	

* New Hires are any employees that started in the relevant financial year. Turnover includes any employee who separated during the relevant financial year. Turnover rate is calculated on the basis of number of employees at the beginning of the period, includes all types of separation categories, and excludes contractors and consultants.

Age breakdown

AGE CATEGORY	FY23 TOTAL WORKFORCE	FY22 TOTAL WORKFORCE	FY21 TOTAL WORKFORCE
24 and under	25	29	23
25-34 years	366	343	351
35-44 years	284	248	263
45-54 years	109	104	97
55-64 years	65	51	53
65 and greater	10	9	11
Total	859	784	798

Gender breakdown by employment type*

EMPLOYMENT TYPE	PERMANENT FT	PT	CASUAL*	FIXED TERM	TOTAL
Male	529	3	1	4	536
Female	303	13	1	3	319
Other	4	0	0	0	4
Total	836	16	2	7	859
% Female	36%	81%	50%	43%	

* Casual employees are not counted to totals, as they are also captured under FT or PT.

Gender breakdown by occupational category*

GENDER	FY23 TOTAL WORKFORCE	FY22 TOTAL WORKFORCE	FY23 TECHNOLOGY POSITIONS	FY22 TECHNOLOGY POSITIONS	FY23 EXECUTIVE MANAGEMENT	FY22 EXECUTIVE MANAGEMENT
Male	535	509	264	284	8	11
Female	320	271	80	40	2	4
Other/Decline to Answer	4	4	4	0	0	0
Total	859	784	348	322	10	15
% Female	37%	35%	23%	12%	20%	27%

* Definitions of occupational categories were updated in FY23.

U.S. racial/ethnic breakdown by occupational category

RACIAL/ETHNIC SELF-IDENTIFICATION	EXECUTIVE MANAGEMENT	TECHNOLOGY POSITIONS	TOTAL WORKFORCE
White	5	128	192
Two or more races	0	4	13
Not specified/disclosed*	0	4	11
Hispanic or Latino	0	11	33
Asian	1	10	28
Black or African American	0	6	11
Native Hawaiian or Other Pacific Islander	0	2	2
Total	6	165	290

Parental leave

LEAVE STATUS	FEMALE	MALE	OTHER	TOTAL
Employees who took parental leave	20	17	0	37
Employees who returned from parental leave	13	16	0	29
% employees who returned from parental leave	65%	94%	0	78%

Cyber security and data protection

INDICATOR	FY23	FY22	FY21
Substantiated complaints by regulatory bodies	Nil	Nil	Nil
Notifiable data breaches of Altium's privacy obligations*	Nil	Nil	Nil
Identified leaks, thefts or losses of customer or supplier data	Nil	Nil	Nil
Other material cyber security breaches	Nil	Nil	Nil

*As defined by the Australian *Privacy Act 1988* (Cth).