



**Data Science + Rocket Science™ = Altair**

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**2023 Corporate Sustainability Report**



As pioneers who empower our customers with innovative technologies and solutions, we continually look to the future to enable their sustainability initiatives. [Read More](#)

**James R. Scapa**

Founder, Chairman, and Chief Executive Officer

## ALTAIR AT A GLANCE

Driving positive change with innovation intelligence

**\$613M**

FY23 Revenue

**3,000+**

Engineers, Scientists,  
and Creative Thinkers

**16,000+**

Customers Globally

**79**

Offices in 28 Countries

**150+**

Altair and Partner  
Software Products

**\$213M**

Invested in Research  
and Development



Overview



People



Planet



Products



Practices

# PEOPLE

Altair fosters a culture of global diversity, professional and personal development, and innovation.



People always come first at Altair. **Our efforts continue to prioritize people and help us create innovators for life – no matter if they’re an Altair employee or someone we work with.** Highlights from our 2023 initiatives include:

- **Global Recognition:** In addition to being named a Most Loved Workplace for the third straight year, we garnered 10 external awards that recognized our world-leading culture. Each year that passes brings Altair more recognition for our people-focused vision.
- **Expanding Wellness:** We believe wellness should be a cornerstone of modern working environments. We strengthened our wellness efforts around the world via programs, training, and events that better Altairians’ physical and mental well-being.
- **ERGs Foster Inclusion and Awareness:** Our employee resource groups (ERGs) continue to drive our top-notch culture. In 2023, they enhanced their programming by cultivating personal and professional development opportunities for employees to engage in – another way we’re creating innovators for life.
- **Revamped Global Internship Program:** We enhanced our global internship program by expanding its presence in the EMEA region and placing an emphasis on hiring interns into full-time positions. Our interns continue to gain vital, hands-on knowledge in their day-to-day experience.
- **Impacting Students:** To foster the next generation of innovators, Altair established a combined \$1.25 million in scholarships at Columbia University and the University of Michigan-Dearborn. We also increased our efforts to sponsor student teams in competitions around the world and bolstered the student editions of multiple software tools.

And more exciting developments are always emerging. For example, our expanded collaboration with FIRST Robotics promises to redefine the impact we are having on students. Our global offices are being proactive in finding unique ways to tailor wellness initiatives and promote sustainability. Altair’s people are its greatest asset – I am proud that our efforts are making a difference, and I look forward to continuing this legacy.

**Gilma Saravia**

Chief People Officer



Overview



People



Planet



Products



Practices

# Our Values

## Change Tomorrow, Together

Since 1985, our values have been the heart of Altair. They are the DNA that fuels the way we innovate, collaborate, problem-solve, communicate, and embrace diversity. We don't just talk about our values, we live them.

[Learn More at altair.com/careers](https://altair.com/careers)



### ENVISION THE FUTURE

We follow a long-term vision that transforms markets and creates new opportunities for a sustainable future.



### 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 create a better future for all.



Overview



People



Planet



Products



Practices



# A Remarkable Year

## Awards and Progress Showcase Our World-Class Culture

Thanks to our [outstanding innovation](#), dedication to our customers, and hard work, we won numerous global awards that recognize our world-class culture.



# Diversity and Inclusion

## Diverse Culture Fosters Innovation

We recruit top talent and invest in our global workforce to fuel diversity, professional and personal growth, and innovation.

**75+**

Languages Spoken

**73%**

Technical Employees

**50**

Nationalities

**38%**

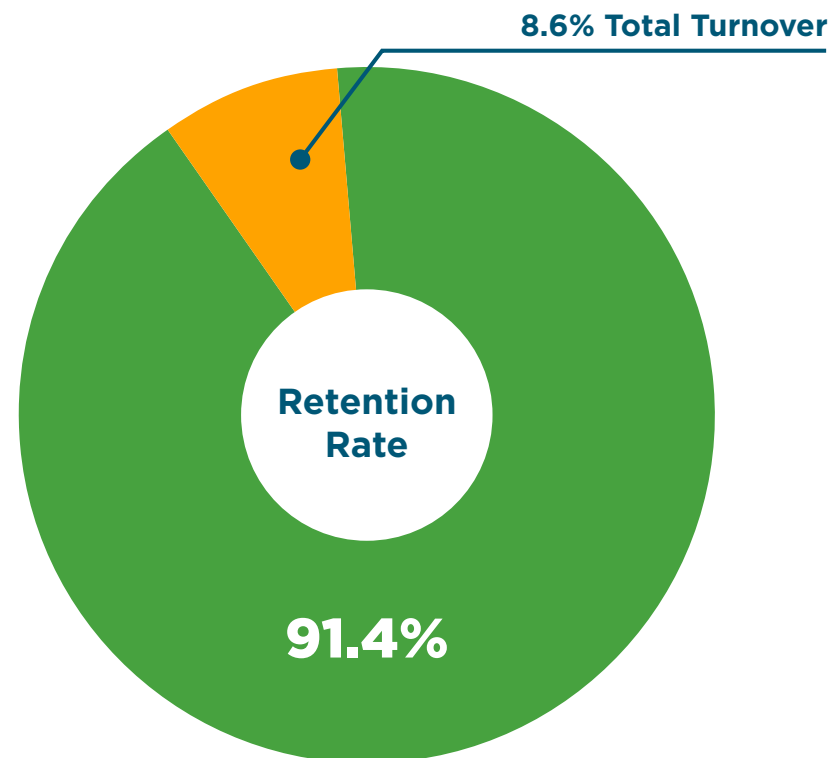
Early Career Hires

**8+ Years**

Average Tenure of Current Workforce

**5+ Years**

Average Tenure of Voluntary Attrition



Overview



People



Planet



Products



Practices

## GENDER DIVERSITY

Female Employees



Female C-Executives (CEO Direct Reports)



Female on Board of Directors



Female External Hires



## INTERN PROGRAM



## EXECUTIVES

**43%**

Diversity of Direct  
Reports to CEO

**28%**

Diversity in Directors Serving  
on Board of Directors

\*This information is based on self disclosure.

## EMPLOYEE RESOURCE GROUPS (ERGs)



Women in Technology (WiT)



Altair Black Employee Resource Network (ABERN)



30+ events sponsored globally by ERGs



Overview



People



Planet



Products



Practices



## CREATING INNOVATORS FOR LIFE

At Altair, we meet future innovators wherever they are on their journey - from their early years to university and on through their professional careers. As students enter university, there is a good chance they will encounter Altair on campus through our partnerships with more than **10,000 universities** in **174 countries**. And with our relationships with nearly **7,000 professors**, students can learn the power of Altair software.

**Learn how students, professors, and academic institutions around the world leverage our solutions to excel in their academic journeys.**

[Altair Global Student Contest](#)

[Data Science Day](#)

[Future.Industry](#)



Overview



People



Planet



Products



Practices



## GLOBAL ACADEMIC PROGRAM

Altair seeks to prepare future innovators to drive decisions that leverage the convergence of simulation, HPC, and AI to predict and optimize system outcomes. Thousands of universities benefit from free campus-wide licenses of Altair software and hundreds of student-competition teams are designing cleaner, electrified vehicles with help from Altair. Additionally, high school students involved with FIRST Robotics are building better robots with Altair technology.

### Where Students and Professors Use Altair Solutions Globally

**10,000+**

Universities

**174**

Countries

**2,000+**

Courses

### Users of Altair Solutions

**200,000+**

Students

**6,700+**

Professors

**20+**  
**Altair Staff**

Volunteering to Help  
Teach Courses



Overview



People



Planet



Products



Practices

Once these talented students graduate and enter the working world, our goal is that they use our tools for their entire career. No matter where they are or what they do, we are helping future visionaries develop tomorrow's world-changing innovations.

**Check out some of the work we've done in China, Greece, and India that demonstrates how we're training and growing the next generation of innovators.**



Overview



People



Planet



Products



Practices

# FIRST® Robotics: Our Story

Our collaboration with *FIRST* is a monumental achievement for Altair – one of many demonstrating our commitment to students and fostering the next generation of world-changing talent. The work we do is truly a vision that starts at the highest echelons of our organization and includes everyone at Altair.

As Altair CEO Jim Scapa put it, “Today’s students will be tomorrow’s leaders, the people charged with creating world-changing innovations and solving our toughest challenges. Failing to invest in students, and young people in general, is failing to invest in the future.”

Altair’s momentum with *FIRST* is building as we scale and expand our sponsorship in more global locations in key markets like China and Turkey. We’re passionate about empowering the next generation of innovators by providing financial, technical, and mentorship support that inspire creativity to solve real-world engineering challenges.

The 2024 *FIRST* Robotics Competition season features nearly 4,000 high school teams from around the world. We are delighted and honored that Altair software tools are now officially [included in the \*FIRST\* Kit of Parts](#). This means thousands of members of these *FIRST* teams have free access to Altair’s leading technology, including premier solutions like Altair® RapidMiner® and Inspire. Our technology is helping STEAM students – those interested in science, technology, engineering, arts, and/or math – become real-world ready at a whole new level.



[Learn More](#)

[Watch](#) Altair CEO Jim Scapa’s thought-provoking fireside chat with Dean Kamen, founder of *FIRST*.



Overview



People



Planet



Products



Practices

# Scholarship Initiatives

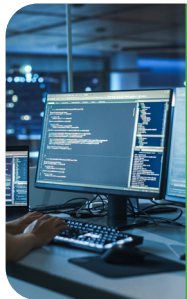


-  Overview
-  People
-  Planet
-  Products
-  Practices



# PLANET

By leveraging the convergence of simulation, HPC, data analytics, and 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.



## Data Analytics and AI

- [Streamlining the Data Experience](#)
- [Real-Time Air Quality Monitoring](#)



Continued

## Collaborating with Partners in Our Sustainability Objectives

- [Fighting Fire with Innovation - Altair Inspire Empowers M&H CNC Technik to Optimize SYNEX's Innovative Fire Extinguisher](#)



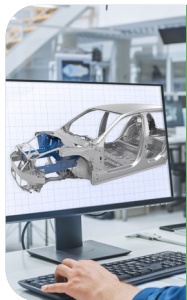
## HPC and Cloud

- [Tracking Virus Variants with AI](#)
- [HPC's Sustainability Challenge: The Elephant in the Room](#)



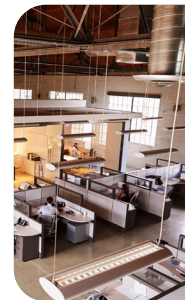
## Enabling Customer Sustainability

- [Designing Safer Automobiles - Subaru Migrates HPC to the Cloud with Altair and Oracle Cloud Infrastructure](#)
- [Raising Innovation to the Cloud - Otis Mobility is Transforming the Way We Move](#)



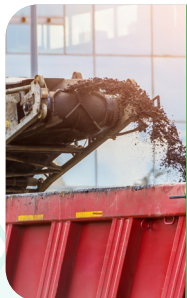
## Simulation and Design

- [Emulating Engineering Expertise with AI](#)
- [Mabe's Continual Performance Improvement of Washing Machines with a Multi-Disciplinary Approach](#)



## Offering Intelligent Building Solutions

- [Toggled](#)



## Collaborating with Partners in Our Sustainability Objectives

- [Rolling Out a Better Process - Digital Twin Slashes Waste 15% and Runtime Hours to Seconds](#)
- [Industry Changing Innovation with Altair and NVIDIA](#)



## Showcasing Premier Lightweighting Innovation

- [Altair Enlighten Award](#)



Overview



People



Planet



Products



Practices



# PRODUCTS



Altair offers unrivaled tools for digital transformation, what I call the “Altair Advantage.” Our industry-leading simulation, HPC, data analytics, and AI solutions create a complete environment for customer success. These platforms unlock innovation, foster data and AI maturity, provide comprehensive support, and educate users of all kinds to harness the power of computational intelligence. **This year’s transformative upgrades to three product platforms – Altair® HyperWorks®, Altair® RapidMiner®, and Altair® HPCWorks® – are just a glimpse of our ongoing commitment to delivering new capabilities for our customers.**

But the “Altair Advantage” goes far beyond our technology. We are dedicated partners in our customers’ success, always helping them achieve their goals, make better decisions, and amplify human ingenuity to drive groundbreaking engineering and sustainable growth. Together, we are building a brighter future.

**Srikanth “Sam” Mahalingam**  
Chief Technology Officer



Overview



People



Planet

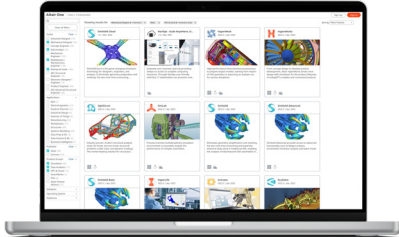


Products

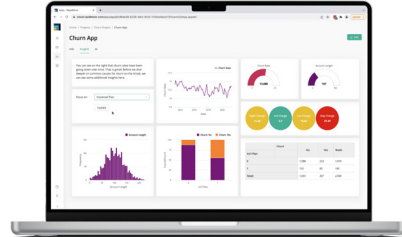


Practices

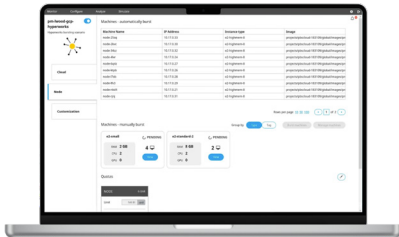
# DATA SCIENCE + ROCKET SCIENCE™



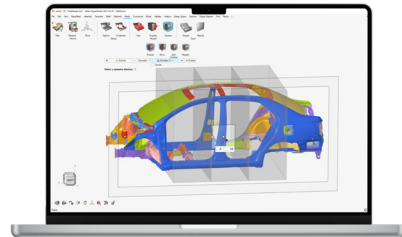
**Altair One®**  
Cloud Innovation Gateway



**Altair RapidMiner**  
Data Analytics and AI Platform



**Altair HPCWorks**  
HPC and Cloud Platform



**Altair HyperWorks**  
Design and Simulation Platform

- Overview
- People
- Planet
- Products
- Practices

## ALTAIR IN ACTION

These three core capabilities—coupled with Altair One—deliver the computational intelligence every bold idea requires to transform into innovation that shapes the world. Discover how Altair is using the convergence of simulation, HPC, data, and AI to deliver “The Science of Possibility.”



Overview



People



Planet



Products



Practices



## CASE STUDIES

Our solutions have helped forward-thinking global companies in all industries, shapes, and sizes deploy their digital transformation initiatives and take ideas from concept to production faster than ever before.



### AEROSPACE AND DEFENSE

- [Getting the Signal with Digital Twin - Leonardo Deploys Digital Twin to Capture In-Flight Behavior of Helicopter Radar](#)
- [Simulating Supernovas in 3D - University Researchers Advance Space Science with Argonne HPC Resources](#)



### ARCHITECTURE, ENGINEERING, AND CONSTRUCTION (AEC)

- [Crystal Clear and Certified - Py-Engineering Accelerates Complex Glass Calculations with Altair® HyperWorks®](#)



### AUTOMOTIVE

- [Developing Sustainable Motors - Designing E-Motors Independent of Rare Earth Metals with Altair Solutions](#)
- [Integrated Systems Simulation of E-Buses - EKA Mobility Optimizes Product Performance](#)
- [Altair Joins IIT Madras to Expedite eMobility Innovation](#)
- [Reducing EV Charger Deviation - UNO MINDA Uses Altair SimLab to Maintain Deviation in On-board EV Chargers](#)
- [Robots on the Move - Optimizing the World's First Robotic Car Storage Service](#)



### BANKING AND FINANCIAL SERVICES INSTITUTIONS (BFSI)

- [Altair RapidMiner Platform Demonstration](#)



### HEAVY EQUIPMENT, TRUCKS, AND RAIL

- [A Sustainable Robot Retrofit - Reducing Power Consumption and Saving Resources Via Hardware Updates](#)



### MARINE

- [Setting Sail with Digital Twins - Altair Gives the Luna Rossa Prada Pirelli Team an Edge in the America's Cup](#)



### TECHNOLOGY

- [Game-Changing 5G Antenna Design - Designing a 5G MIMO Antenna for an NFL Stadium Using Altair FEKO](#)
- [Sizing Up Voyager's 5G Network 10X Faster](#)
- [Raising Innovation to the Cloud](#)
- [Modeling Next-Gen Wind Turbines - Altair Solutions Monitor and Optimize Vertical Wind Turbines](#)



Overview



People



Planet



Products



Practices

# 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 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 currb weight.
<b>Altair Products</b>	Altair® DesignAI™, Altair® EDEM™, Altair® HyperMesh®, Altair® Inspire™, Altair® OptiStruct®, Altair® Radioss®, Altair® SimLab®, Altair SimSolid®, Altair® S-FRAME®, Altair® S-TIMBER™	Altair® AcuSolve®, Altair® DesignAI™, Altair® HyperMesh®, Altair® OptiStruct®, Altair® Radioss®, Altair® SimLab®, Altair SimSolid®, Altair® ultraFluidX®, Altair® S-TIMBER™	Altair Activate®, Altair Compose®, Altair® EEVision™, Altair Embed®, Altair® Feko®, Altair® Flux®, Altair FluxMotor®, Altair® Pollex™, Altair® PSIM™	Altair® Monarch®, Altair® Panopticon™, Altair® AI Cloud™, Altair® AI Studio™, Altair SLC™, Altair® S-TIMBER™	Altair® AcuSolve®, Altair® DesignAI™, Altair® HyperMesh®, Altair® OptiStruct®, Altair® Radioss®, Altair® SimLab®, Altair SimSolid®, 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 November 2023



# PRACTICES



**Our security and governance teams continued to accomplish wonderful things in 2023. Earning ISO/IEC27001:2022 certification, for instance, exemplified the outstanding work we've done.** We've also enhanced the ways in which teams collaborate, increased our responsiveness, and adopted powerful technologies like generative AI to combat the latest threats from the ever-changing cybersecurity landscape. In a world where the complexity and velocity of cyberattacks continues to rise, Altair knows how crucial strong, up-to-date security and governance frameworks and processes are.

As always, our teams continued to reinforce governance and compliance structures for data privacy, upskilled employees in cybersecurity, and regularly assessed risks to ensure all our products, platforms, and services are secure.

## **Jeff Marraccini**

Chief Information Security Officer

### **Data Security and Data Privacy**

Our Privacy Policy describes the types of information we may collect from users or which users may provide to us when they license or use our software.

### **Code of Business Conduct and Ethics**

Our Code of Business Conduct and Ethics (the "Code") is designed to deter wrongdoing and help guide employees of Altair and its subsidiaries in their conduct in the course of our business.

### **Modern Slavery Statement**

This statement is Altair's response to the requirements of Section 54 of the Modern Slavery Act 2015 ("Act").

### **Software Security Measures**

Our certification roadmap includes the Center for Internet Security Implementation Group 1 (CISG1) compliance to ensure that Altair customers receive sustainable and upgradable protection from ongoing and emerging threats.



Overview



People



Planet



Products



Practices



**Learn more:  
[altair.com/sustainability](https://altair.com/sustainability)**

Changing tomorrow, together.

