△ ALTAIR

The Science of Possibility

2024 Corporate Sustainability Report

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2024 was another outstanding year for Altair as we reaffirmed our position as a world leader in computational intelligence.
Read More

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

ALTAIR AT A GLANCE

Driving positive change with innovation intelligence

$666M
FY24 Revenue

3,000+
Engineers, Scientists, and Creative Thinkers

16,000+
Customers Globally

81
Offices in 29 Countries

180+
Altair and Partner Software Products

25%+
of Revenue Invested in Research and Development

PEOPLE

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

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Reflecting on the work we've done this past year fills me with pride. **This report isn't just a summary of our accomplishments, it's a celebration: of our people, our culture, and Altairians' impact on the world around us.** With the support of our employees across the globe, we continued to make a difference – whether it was volunteering in our communities, collaborating with *FIRST* and STEAM organizations, or making notable contributions in education. **Highlights from our 2024 initiatives include:**

- **Innovators of Tomorrow:** Our commitment to fostering the next generation of innovators and problem-solvers is steadfast. Through our Global Academic Program, Global Student Contest, internships, scholarships, and expanded partnership with *FIRST* Robotics, we helped STEAM students around the globe build their skills to become real-world ready.

- **A Value-Driven Workplace:** Our dedication to cultivating a workplace where everyone can continually grow and thrive is reflected in another year of outstandingly low turnover rates, bustling employee resource group (ERG) activity, and more. I am especially proud to highlight the creation of PRISM – our ERG dedicated to raising awareness of the issues affecting the LGBTQIA+ community and fostering a more inclusive workplace.

- **Award-Winning Culture:** The excellence awards we garnered – including Newsweek's Most Loved Workplaces, Kununu, and the Google Cloud North America Partner of the Year Award for Diversity, Equity, and Inclusion – show the strength of our culture and the dedication our people bring to their work and each other every day.

Thank you to everyone for being a part of our journey. As we look ahead to 2025, we remain committed to building a sustainable, inclusive, and innovative future.

Gilma Saravia

Chief People Officer

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

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.
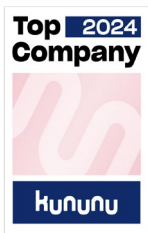
A Remarkable Year

Awards and Progress Showcase Our World-Class Culture

Thanks to our innovative approach, dedication to our customers, and hard work, we won numerous global awards that recognize our world-class culture.

Great Place To Work®
Certified
DEC 2024-DEC 2025
INDIA

MOST LOVED
WORKPLACES

2024

Top Company 2024
kununu

CRN HOTTEST AI
AND CLOUD COMPANY

2024

TOP 50 WOMEN CHIEF
OPERATING OFFICERS

2024

Google Cloud
NORTH AMERICA
Partner
of the Year
Diversity, Equity
& Inclusion
2024

2024

BRANDON HALL AWARDS

BEST LEARNING PROGRAM THAT SUPPORTS AND PROMOTES
DIVERSITY, EQUITY, INCLUSION, AND BELONGING

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.

50+
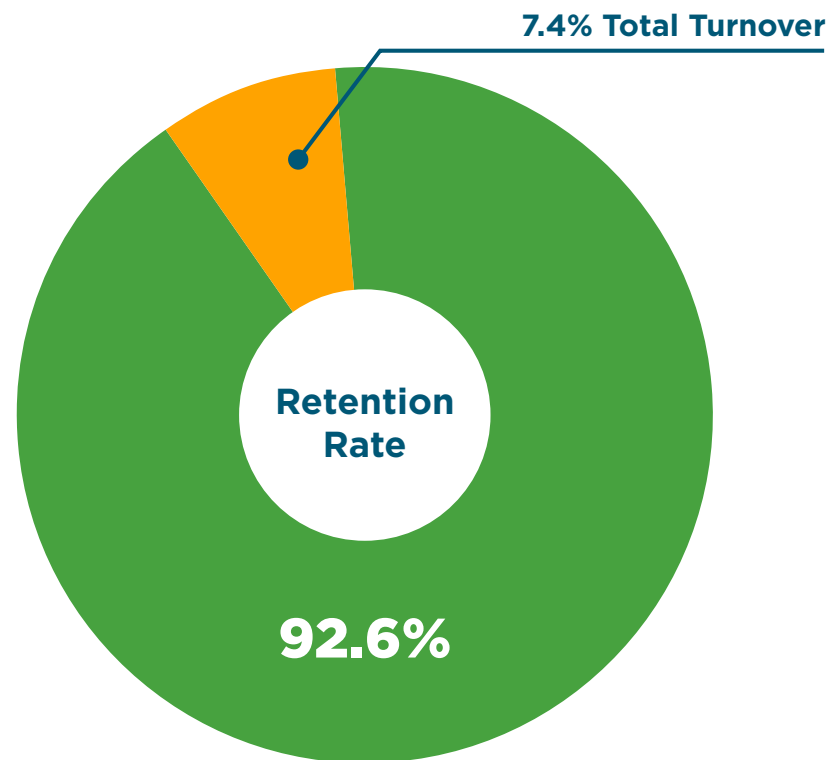Nationalities

75+
Languages Spoken

74%
Technical Employees

38%
Early Career Hires

8+ Years
Average Tenure of Current Workforce

7.4% Total Turnover

Retention Rate

92.6%

GENDER DIVERSITY

Female Workforce

 22%

Female Executives (CEO Direct Reports)

 43%

Female on Board of Directors

 43%

Female External Hires

 25%

INTERN PROGRAM

100% Intern Satisfaction

31% Female Participants

20 Countries

195 Universities Represented

Internships Converted to Full-Time Employment

32% Greece

10% United States

17% India

16% Globally

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)

ABERN: Altair Black Employee Resource Network

PRISM: Pride, Resilience, Inclusion, Support, and Momentum

WiT: Women in Technology

30+ events sponsored globally by ERGs

CREATING ALTAIR INNOVATORS FOR LIFE

At Altair, we meet future innovators wherever they are – from their early years to university and through their professional careers. Our internship program empowers the innovators of tomorrow with hands-on technical projects, professional development opportunities, and community outreach initiatives. As students enter university, they'll likely encounter Altair on campus through our partnerships with more than **10,000 universities** in **174 countries**. And with our relationships with nearly **8,000 professors**, students can learn the power of Altair software.

Learn how students, professors, and academic institutions around the world leverage our solutions to drive excellence.

Altair Global Student Contest

Data Science Day

Future.Industry

GLOBAL ACADEMIC PROGRAM

Altair prepares future innovators to drive decisions that leverage the convergence of simulation, HPC, and AI. Multiple universities benefit from free campus-wide licenses of Altair software and hundreds of student competition teams are designing clean, electrified vehicles with help from Altair. Additionally, high school students involved with *FIRST* Robotics are building better robots with Altair technology.

Our Global Academic Program is all about opening doors for everyone—students, educators, and businesses alike. Our technology helps STEAM students – those interested in science, technology, engineering, arts, and math – become real-world ready.

Where Students and Professors Use Altair Solutions Globally

10,000+
Universities

174
Countries

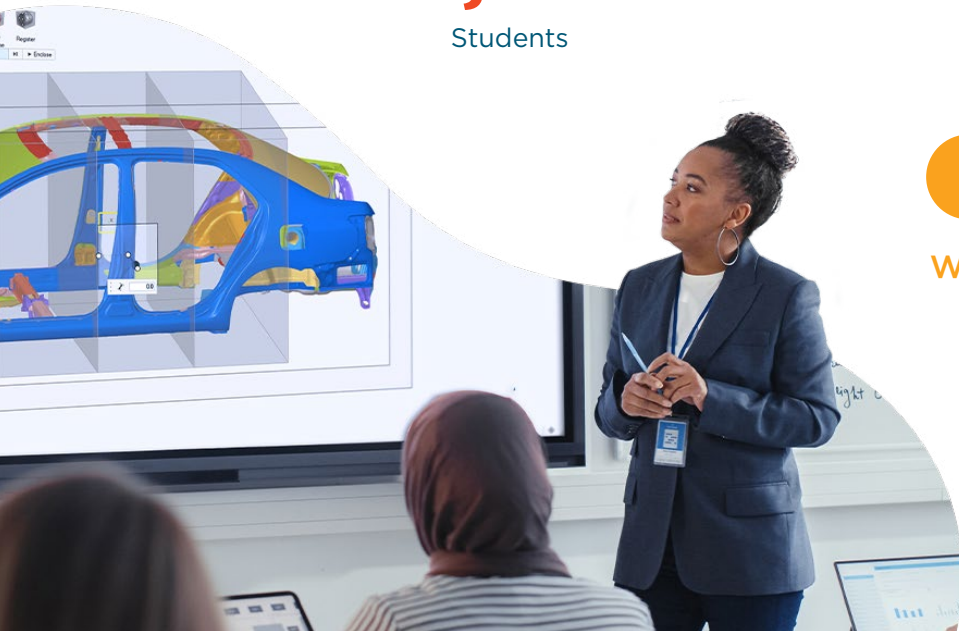**2,000+**
Courses

Users of Altair Solutions

260,000+
Students

7,700+
Professors

20+
Altair Staff
Volunteering to Help
Teach Courses

Learn More

Watch Video →

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

To see our work in action, discover the work we've done in the United States, Greece, and India that demonstrates how we're championing the next generation of innovators.

FIRST® Robotics: Our Story

Our collaboration with *FIRST* demonstrates our commitment to students and fostering the next generation of world-changing talent. This vision 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."

We're passionate about empowering the next generation of innovators by providing financial, technical, and mentorship support that inspires creativity to solve real-world engineering challenges.

The 2025 *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 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 Altair® Inspire™.

Learn More

Watch Altair CEO Jim Scapa's thought-provoking fireside chat with Dean Kamen, founder of *FIRST*.

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Empowering Students Worldwide

Through our collaboration with *FIRST*, we provided free software licenses, training, scholarships, and support to student teams. See how Altair is expanding its *FIRST* sponsorship globally in these *FIRST* programs, particularly in *FIRST* hotbeds like Greece and the U.S.

PLANET

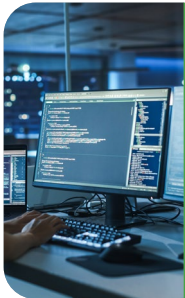By leveraging the convergence of simulation, HPC, data analytics, and AI, we help organizations transform their decision-making so they can make quicker, smarter choices in an increasingly connected and complex world – all while creating a greener, more sustainable future.

Data Analytics and AI

- Driving Industry 4.0 at Mabe
- Immersion Consulting Uses Monarch

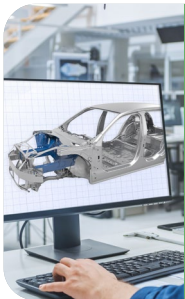### HPC and Cloud

- Altair and NSF NCAR Technology Enables Wildfire Prediction and Antarctic Support
- Forecasting Antarctic Weather
- Scaling Up Quantum Fidelity
- Powering Science and Research

Simulation and Design
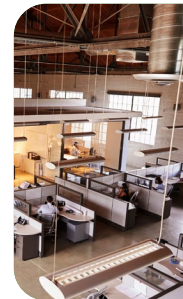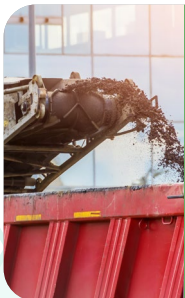
- Shiva Tool Tech Achieves 80% Time Reduction with Altair® Inspire™ Cast - From Die Design to Defect-Free Castings
- Digitalization for the Sustainable Art of Coffee

Collaborating with Partners in Our Sustainability Objectives

- Altair Partner Alliance
- Altair Partner Ecosystem
- Partner Perspectives

Continued

Collaborating with Partners in Our Sustainability Objectives

- The Power of the Altair Channel Partner Program

Enabling Customer Sustainability

- International Paper Implements Altair AI
- Reducing EV Charger Deviation

Offering Intelligent Building Solutions

- Toggled

Showcasing Premier Lightweighting Innovation

- Altair Enlighten Award

PRODUCTS

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At Altair, sustainability and innovation go hand in hand. Our three platforms – Altair® HyperWorks®, Altair® HPCWorks®, and Altair® RapidMiner® – provide cutting-edge tools that help our customers unlock new levels of efficiency, drive data and AI maturity, and foster breakthrough innovation. **Our unique Data Science + Rocket Science™ approach empowers our customers and partners to build a more sustainable future through our industry-leading solutions in simulation, HPC, data analytics, and AI-powered engineering solutions.**

Throughout 2024, we sparked engineering brilliance in organizations around the globe and have collaborated with premier organizations such as Google and NVIDIA to push boundaries and drive true digital transformation. With our technology, organizations can formalize and streamline decision-making with advanced digital thread, simulation-driven design, and generative AI capabilities.

And our impact extends beyond our technology; our commitment to partnership, education, and responsible innovation ensures we are building a better, more sustainable world for all. Overall, 2024 has been a year of significant progress for Altair, and I am incredibly proud. Altair is not just a technology platform – it's a partnership for progress.

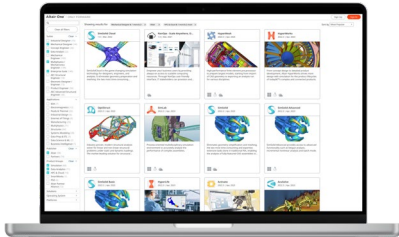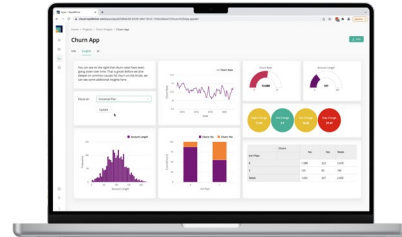**Srikanth "Sam" Mahalingam**
Chief Technology Officer
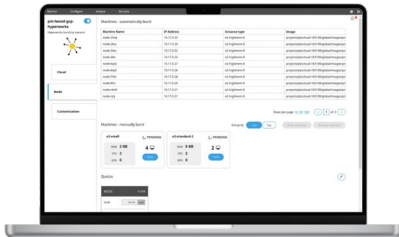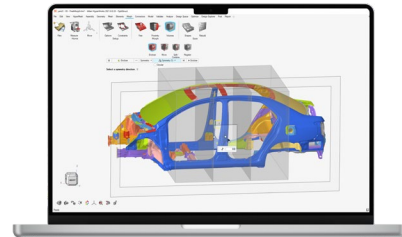
DATA SCIENCE + ROCKET SCIENCE™

Altair One®

Cloud Innovation Gateway

Altair RapidMiner

Data Analytics and AI Platform

Altair HPCWorks

HPC and Cloud Platform

Altair HyperWorks

Design and Simulation Platform

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ALTAIR IN ACTION

These three core capabilities—coupled with Altair One®, our Cloud Innovation Gateway—deliver the computational intelligence needed to turn bold ideas into world-changing realities. Discover how Altair is using the convergence of simulation, HPC, data, and AI to deliver "The Science of Possibility."

CUSTOMER STORIES

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

- Building Reliable Space Products 10x Faster - Altair SimSolid® Streamlines Product Development Cycles for Rocket Launch Systems

- Enabling Aviation Safety - Altair Solutions Enable Precision Auto-landing at Complex Airports

ARCHITECTURE, ENGINEERING, AND CONSTRUCTION (AEC)

- Design and Expertise Under One Roof - SOM's Mumbai Airport Design Masterpiece Soars with Altair Solutions

- Faster, Better Scaffolding Design - Altair HyperWorks Platform Cuts Time and Costs in RINGER'S Scaffolding Design Cycle

AUTOMOTIVE

- Precise Fluid Transmission Products - Imperial Auto Uses Altair® HyperWorks™ to Achieve All-around Design Precision

- Crack Propagation and Development Analysis - Steering Product Optimization Using Altair® HyperWorks™

- Fast-Tracking Sustainable Mobility - Altair SimSolid® Enhances Accuracy in Battery Development and Plastic Parts Design

BANKING, FINANCIAL SERVICES, INSURANCE (BFSI)

- Optimize Fiserv DNA Core Banking with Altair® Monarch®

ENERGY

- Enhanced e-Motor Cooling Solutions - Altair Tools Optimized for NVIDIA® GPUs Achieve More Accurate Results 20x Faster

HEALTHCARE AND LIFE SCIENCES

- Digital Transformation in Oral Healthcare - iLittleMiracle Uses Digital Twin Powered by Altair® Radioss® for Oral Healthcare Analysis

HEAVY EQUIPMENT, TRUCKS, AND RAIL

- Streamlining Simulation Data - Construction Machinery Leader SANY Group Boosts Product Development in the Cloud

MARINE

- Data Analytics Propel Sailing Glory: American Magic Team Taps Altair's Data Analytics Tools in Quest for America's Cup Glory

- Simulation Leads the Fleet: Altair CFD™ and Structural Analysis Takes Center Stage in the 37th America's Cup

- Excellence in Sailing and Design - Altair HPC Solutions Boost Luna Rossa Prada Pirelli's Development Process

TECHNOLOGY

- "First-Time Right" Design - Altair Solutions Accelerate Tailored Electronic Design at Psicontrol

PRACTICES

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.

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Though the world of security, governance, and compliance is always changing, Altair's proactive, forward-looking approach helped us do great things in 2024. For example, our team – together with our DevOps and QA Centers of Excellence – reinforced our products' security and development practices, ensuring a smooth, secure experience both internally and for our customers.

This is especially true in our work with our workflow management and genAI teams. We also strengthened our vertical efforts, most notably in sensitive industries like healthcare and defense. Additionally, we maintained our track record of external accreditation for our systems, giving every Altair user the confidence they need to execute with confidence and precision. All these efforts – and more – are helping us bolster our products, systems, and workflows across the board.

Overall, our future-focused security and compliance vision continues to pay dividends. We're always evaluating and strengthening our tooling, operating systems, workflows, and communication across the organization. Our team's agility, vision, and exemplary dedication continue to drive our success and legacy of excellence each year.

Jeff Marraccini
Chief Information Security Officer

Learn more:
altair.com/sustainability

Changing tomorrow, together.

ALTAIR

#ONLYFORWARD