Carbon Reduction Plan For Altair

Publish date: September 2026

Altair

positive planet

Our Commitment

Altair Ltd is committed to achieving Net Zero emissions by 2050.

Our Carbon Footprint

Baseline Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Base year: FYE March 2023	
As part of the FYE 26 reporting cycle we have restated our base year scope 2 emissions to better reflect market-based and location-based emissions. The base year measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs which would cause a significant (+/- 5%) change in base emissions.	
Emissions	Total (tonnes CO_2e)
Scope 1	10.47
Scope 2	Location-based: 4.71 Market-based: 1.82
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	233.21
Total Emissions	**248.38**

Baseline Intensity Metrics

Intensity Metric	tCO_2e per metric unit
Employees (per FTE)	2.30
Revenue (per £million)	23.53

Based upon 108 FTEs (full-time employee equivalents), and a £10.56 million revenue during the measurement period.

Current Emissions

Reporting year: FYE March 2026	
Emissions	Total (tonnes CO_2e)
Scope 1	0.00
Scope 2	Location-based: 3.41 Market-based: 0.00
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	318.44
Total Emissions	**321.85**

Baseline Intensity Metrics

Intensity Metric	tCO_2e per metric unit
Employees (per FTE)	3.54
Revenue (per £million)	25.75

Based upon 91 FTEs (full-time employee equivalents), and a £12.5m revenue during the measurement period.

Our Reduction Targets

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with guidance from the Science-Based Targets Initiative (SBTi). Targets are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

For most organisations, Net Zero involves reducing emissions by at least 90% by the target year, which should be no later than 2050. To support action now and align with the rate of reduction required to achieve long-term goals, SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years), as well as long-term (Net Zero) targets. We have established the following near-term targets:

Our near-term targets:

- Reduce scope 1 emissions by 100% by 2030. ACHIEVED
- Reduce market-based scope 2 emissions by 100% by 2030. ACHIEVED
- Reduce scope 3 emissions by 20% by 2028.
- Reduce scope 3 emissions by 42% by 2030.

Reducing our Emissions

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented since the base year and will be in effect during the delivery of our services.

Activity	Completion Date	Scope
We moved our Birmingham office was moved to a building with no gas heating, reducing scope 1 emissions to zero.	2024	1
Closed our Birmingham office in favour of a more remote working model, addressing office energy and commuting emissions.	2025	2, 3
Procured renewable electricity at our London office, bringing market-based scope 2 emissions for this premises to zero.	2023 & onward	2
Introduced an EV salary sacrifice scheme to support employees wishing to transition to low-emission vehicles. At the time of writing 6 employees have engaged with this scheme.	2024	3
We have engaged in various engagement programmes, spearheaded by our ESG Group. To date we have had 15 employees certified Carbon Literate and undertaken four leadership workshops. With further training being delivered in an ongoing capacity.	2023 & onward	1, 2, 3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects to support progress toward our Net Zero targets.

Scope 2 Reduction Plans			
Activity No.	**Activity**	**Target Date**	**Category**
2.1	We will continue to procure renewable electricity through our chosen tariff to ensure market-based scope 2 emissions remain at zero.	Ongoing	Purchased Electricity
2.2	To address location-based electricity emissions we continue to run engagement and behaviour change initiatives within the workplace, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate.	Ongoing	Purchased Electricity
2.3	Altair has recently moved our London office (September 2026). We are engaged with the landlord to obtain energy consumption data, discuss energy efficiency measures already implemented and opportunities for further improvements.	2026	Purchased Electricity
2.4	We aim to collaboratively establish timelines for the implementation of building energy efficiency measures with our new landlord. This includes the introduction and/or optimisation of building/energy management systems and operational procedures. Measures to be discussed include: - upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (e.g. 3 minutes for corridors, 20 minutes for working spaces) - reviewing heating/cooling systems for alignment with working patterns and efficiency improvement opportunities.	2027	Purchased Electricity

2.5	Within our office space there are opportunities to implement low-cost energy efficiency improvements without engaging our landlord. These include: - installing timers on sockets/equipment to reduce standby energy consumption - reviewing and renewing inefficient equipment (when at end of life) - active consideration of the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers)	2027	Purchased Electricity

Scope 3 Reduction Plans			
Activity No.	**Activity**	**Target Date**	**Category**
3.1	To effectively address supply chain emissions, we will need to begin integrating our supplier's emissions data into our measurements, moving away from a spend-based approach. We will also assess information regarding our supplier's own decarbonisation strategies. This will allow evaluation of suppliers against Altair's goals and further development of emissions reductions programmes. The first step here is the development of a supply chain sustainability programme / strategy, beginning with the integration of sustainability criteria into existing procurement policies and/or processes. This will require engagement with internal stakeholders to ensure upskilling and support across the organisation, with the establishment of a long-term strategy and timeline to be confirmed based on further discussions with internal and external parties.	2027	Purchased Goods & Services

3.2	Following the integration of sustainability criteria into internal processes, communication of Altair's intentions and goals to new and existing suppliers will be carried out. Possible mechanisms include: - engaging suppliers by sharing this Carbon Reduction Plan, communicating net zero targets and asking for suppliers' information in return. - introducing/increasing sustainability weighting in tender processes/contracts. - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency. - increasing supplier monitoring/reporting requirements including provision of supplier-specific data.	2027 & onward	Purchased Goods & Services
3.3	As part of the sustainability programme, and following communication of goals to the supply chain, annual audits will be required to monitor emissions. A staggered approach to audit roll-out is anticipated, with top suppliers by spend/industry intensity engaged first. This and the above processes will support our reduction journey by: - improving the accuracy of carbon footprint measurements through collecting supplier-specific data. - allowing the positive impacts from reduction actions to be captured. - identifying business risks in the supply chain - encouraging supply chain integration towards Net Zero.	2028 & onward	Purchased Goods & Services
3.4	Altair employs a significant number of associate consultants in the delivery of our services. These are independent professionals who predominantly work from home, meaning that the emissions associated with their work can be calculated using their billed hours rather than spend for improved data accuracy. We will endeavour to calculate this aspect of our spend using hours rather than spend.	2027	Purchased Goods & Services

3.5	When making capital purchases we will consider the energy efficiency and carbon footprint of these goods. For one off purchases it may be possible to obtain embodied carbon emissions data for purchased products to enable accurate tracking and comparison against similar products. Engraining the capture of this information within our purchasing processes will allow ad-hoc assessment of sustainability criteria.	Ongoing	Capital Goods
3.6	Our ESG Group regularly reviews our Sustainable Business Travel Policy. This policy prioritises low-emission transport in line with the sustainable travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Following obtaining activity data for business travel activity in the FY25/26 reporting period we are now able to track travel by each mode of transport in greater granularity. This will support evaluation of annual travel against the goals of our Sustainable Business Travel Policy.	2027	Business Travel
3.7	In the latest reporting period Altair was able to obtain activity data for the majority of business travel activity, improving on a spend-based approach used previously. We will continue to monitor and collect this data moving forward and explore the potential to update our base year based on activity data once we have multiple years of data.	Ongoing	Business Travel

3.8	To support sustainable travel choices, we will regularly review opportunities to engage and support our staff. Examples for initial internal review include, but are not limited to: - equal mileage payments for diesel/petrol/EVs /cycling - cycle to work schemes	Ongoing	Business Travel, Employee Commute
3.9	Sustainability will be incorporated into our induction process. New starters will be informed that many of our staff work from home and include information on how to do this sustainably (e.g. heating and lighting the home efficiently). If working in an office, new starters will receive information about the sustainable travel hierarchy.	2027	*Enabler*

Near-Term Reduction Projections

Based upon the above completed and planned initiatives, it is projected that scope 1 and market-based scope 2 emissions will remain at zero. We also anticipate the above initiatives to support a reduction in scope 3 emissions of at least 20% by 2028.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and all relevant Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and approved by Altair's Executive Team.

Signed on behalf of Altair:

Name: Claire Banks

Position: Group Finance Director

Date: 28/09/2026

[1] https://ghgprotocol.org/corporate-standard
[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard