



**ASSURANCE STATEMENT
SOCIAL METRICS**

To: The Stakeholders of Ansys, Inc.

Apex Companies, LLC (Apex) was engaged by Ansys, Inc. (Ansys) to conduct an independent assurance of specific social metrics associated with Employee Diversity & Engagement and Academic & Science, Technology, Engineering and Mathematics (STEM) Education for the period stated below. This assurance statement applies to the related information included within the scope of work described below.

The determination of the social metrics data and its presentation ('the Report') are the sole responsibility of Ansys. Apex was not involved in the drafting of the Report. Apex's sole responsibility was to provide independent assurance on the accuracy of the social metrics data reported, and on the underlying systems and processes used to collect, analyze and review the information.

Boundaries of the reporting company sustainability data covered by the assurance:

- Operational Control
- Worldwide

Data assured:

Employee Diversity and Engagement	
Number of Full-Time Employees (FTE) ¹	6,200
Employees by functional area (FTE) ¹	
Product Development	2,400
Sales, Support, and Marketing	3,000
General and Administrative Functions	800
Regional breakdown of employees (%)	
Americas	44%
Asia Pacific (APAC)	27%
Europe and Middle East (EMEA)	29%
Total Ansys Locations	97
EMEA FTE employees covered by work's council or collective bargaining agreements (%)	64%
Employee Resource Groups (ERGs) ¹	
Total number of employees in ERGs	More than 1,000



Total number of ERG events	90
Ethnic Diversity	
U.S.-based Employees	
White	52%
Asian	24%
Hispanic or Latino	2%
Black or African American	2%
Other	2%
Not Indicated	18%
Board of Directors	
White	60%
Asian	30%
Black or African American	10%
Independence of Board (%)	90%
Gender Diversity (%)	
Overall Workforce - Female	23%
Senior Leadership - Female	25%
Technical Roles - Female	20%
Board of Directors - Female	30%
Turnover Rates (%)	
Total	5%
Voluntary	4%
Volunteer Time Off Hours	
2023 Total Volunteer Hours	More than 1,600
Employee Training	

Number of managers completing Management Essentials course	624
Employee Engagement (%)	
Overall engagement score	81%
Employee participation	90%
Thrive index score	86%
Flexibility	92%
Learning and development	89%
Management trust	91%
Academic and STEM Education¹	
Percent of employees participating in e-learning	42%
LinkedIn courses available	
English-only library	9,787
Across all languages	22,167
Downloads of Ansys free student product – Since 2015 Launch	3,000,000
Downloads of Ansys free student product – 2023	551,000
User country count - Ansys Learning Forum	214
User country count - Ansys Innovation Courses	207
2023 Unique user count - Ansys Learning Forum	1,500,000
2023 Unique user count - Ansys Innovation Courses	1,000,000
2023 unique user count - Ansys Innovation Space (includes innovation courses, learning forum, and other platform sections)	2,600,000
Number of student teams sponsored	1,200

¹ Values may not align 100% due to rounding.

Data and information supporting the social metrics data statement were generally historical in nature, and in some cases estimated. Our assurance does not extend to any other information reported by Ansys.

Period covered by social metrics assurance:

- January 1, 2023 to December 31, 2023

Reporting Protocols against which assurance was conducted:

- The Subject Matter needs to be read and understood together with the GRI Standards, the Sustainability Accounting Standards Board (SASB) Standards, and Ansys' internal reporting protocols.

Reference Standard:

- International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

Level of Assurance and Qualifications:

- Limited
- Excluded from the scope of our work is any assurance of information relating to:
 - Activities outside the defined assurance period.
- This assurance used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators
- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of measurement arrangements employed and are not addressed as part of this assurance. This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Assurance Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Ansys;
- Review of documentary evidence produced by Ansys;
- Review of Ansys data and information systems and methodology for collection, aggregation, analysis and review of information used to determine social metrics data; and,
- Audit of sample of data used by Ansys to determine social metrics data.

Assurance Opinion:

Based on the process and procedures conducted, there is no evidence that the social metrics data assertion shown above:

- is not materially correct and is not a fair representation of the social metrics data and information.

It is our opinion that Ansys has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these social metrics data for the stated period and boundaries.



Statement of independence, integrity and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the assurance team has a business relationship with Ansys, its Directors or Managers beyond that required of this assignment. We conducted this assurance independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data.

Attestation:

A handwritten signature in blue ink, appearing to read 'Jessica Jacobs'.

Jessica Jacobs, Lead Assuror
ESG Senior Project Manager
Apex Companies, LLC
Cincinnati, OH

A handwritten signature in blue ink, appearing to read 'David Reilly'.

David Reilly, Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, CA

March 14, 2024

This assurance statement, including the opinion expressed herein, is provided to Ansys and is solely for the benefit of Ansys in accordance with the terms of our agreement. We consent to the release of this statement by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.