



ESG MATERIALITY ASSESSMENT

/ 2021

In early 2021, by collaborating with a materiality tool provider, Ansys conducted a formal, non-financial materiality assessment to identify sustainability areas that are important and priority ('material') for the company. In addition to the internal and external stakeholder feedback, we also considered indirect stakeholder data, like news, social, policy and regulations and peer companies. This assessment will be used to inform our corporate responsibility, strategy and program, monitor potential risks and opportunities, or emerging issues that could affect our long-term business success, and to guide our environmental social and governance (ESG) decisions, disclosures and metrics.

This materiality assessment advances our ESG journey to provide more transparency into our ESG work at Ansys. In our comprehensive ESG report, scheduled for release in Q1 2021, we will discuss our strategy based on this materiality assessment.

We intend to monitor the evolution of our material issues regularly, and update our materiality assessment.

To determine our most material topics, we followed the recommended process outlined in the Global Reporting Initiative (GRI) Standards. Below is the four-step process:

I. / Identify Potentially Material Topics

We consider a topic as material if it's environmental, economic, social or governance related and impacts risks and opportunities that are considered most important by our internal and external stakeholders. We identified a broad set of potentially material ESG topics and considered the perspectives of internal and external stakeholders using a range of sources. Additional points of reference that informed our material topics were our core product strategy and long-term priorities, such as diversity and inclusion.

STAKEHOLDERS	ENGAGEMENT SOURCES & PERSPECTIVES
Employees	Feedback from employee engagement survey, Employee Resource Groups, quarterly town halls, intranet communications and key HR personnel
Customers	Customer feedback to key relationship managers, ongoing sales engagement and dialogue
Suppliers	Select channel partners globally
Investors and ESG analysts and shareholders	ESG surveys, ESG frameworks, regular shareholder, regular investor outreach and shareholder communications, ESG questions
Academia and community	Communication from university partners, volunteer programs and philanthropic team
Peer companies	ESG best practices, benchmarking, 3,693 annual reports via software platform of materiality tool provider
Regulators, standard setters, and policy makers	17,084 mandatory and voluntary policy initiatives covering ESG topics via materiality tool provider
Online media and public opinion	95,890 news articles, 772,403,461 tweets via materiality tool provider

II. / Prioritize Topics

Stakeholders were invited to participate in a perception survey, where topics were ranked by their importance and potential impact to the long-term sustainability of Ansys' business.

III. / Review and Validate

We validated the preliminary list of material topics through a survey to our stakeholders. We identified 42 ESG issues, which were organized into 19 priority topics. The outcomes of the prioritization were validated through discussions with Ansys' senior leaders, members of our ESG Committee and leaders across the business who provided feedback on the broad topics.

IV. / Integrate Results

Ansys will use the results of the materiality assessment for the following purposes:

- Review and discuss materiality assessment results with senior leaders across the company to determine how best to address the topics and identify any gaps.
- Integrate within our enterprise risk management process to assess the significance of business risks.
- Guide our ongoing ESG program and strategy. This ongoing analysis helps us to identify and prioritize the issues of relevance to our business and our stakeholders.
- Inform our ESG disclosures and metrics.
- Evaluate the ESG program to address top issues through a gap analysis exercise.

V. / Monitor and Update

In order to ensure the resilience of our strategy and integrate ESG in our core business processes, Ansys will monitor the evolution of material issues regularly, sharing updates with senior leadership and the ESG committee.

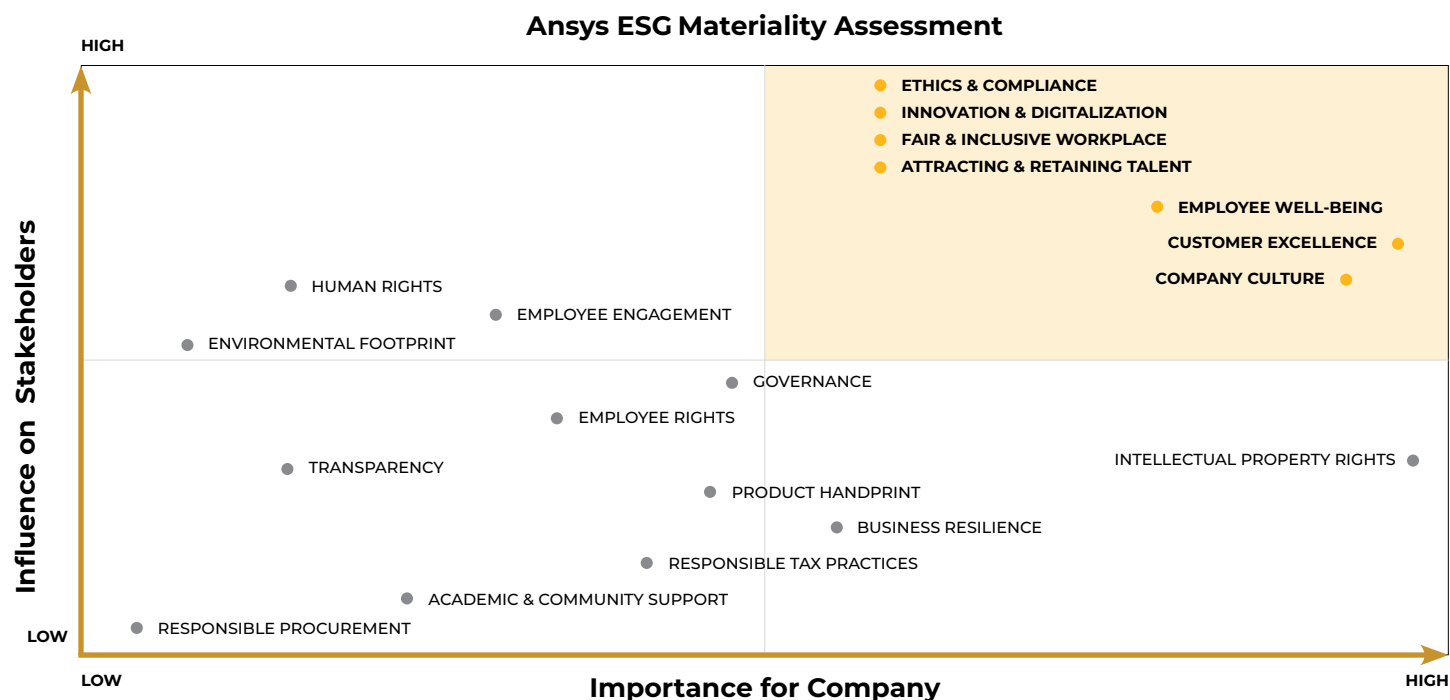
The materiality assessment will be updated as topics will shift.

Our Most Material ESG Topics

The matrix below presents priority topics to our stakeholders and our company. While all are important for us to manage and monitor, we have prioritized the seven that have the greatest importance to our stakeholders and our business.

These are:

- Ethics & Compliance
- Innovation & Digitalization
- Fair & Inclusive Workplace
- Attracting & Retaining Talent
- Employee Well-being
- Customer Excellence
- Company Culture



We take the views of all our stakeholders seriously, and actively seek their input. We will revisit and revise our material topics and evolve our ESG strategy on an ongoing basis. We have followed the materiality definition outlined by the GRI framework; however, the concept of materiality is defined differently under the reporting frameworks. See GRI material definition below.

According to GRI (Global Reporting Initiative) 'Materiality' are "those topics that have a direct or indirect impact on an organization's ability to create, preserve or erode economic, environmental, and social value for itself, its stakeholders and society at large."

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