



Ansys

**HUMAN CAPITAL
MANAGEMENT**

/ 2020

OUR PEOPLE / CULTURE AND TALENT

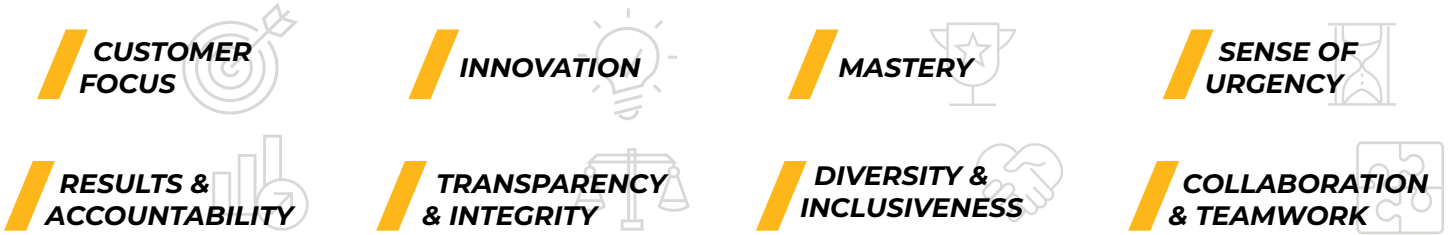
Our people are at the core of driving product innovation for our customers and executing our corporate strategy of pervasive simulation.

We have built a culture of winning the right way. At the heart of that culture is a strategic focus on our people. We are committed to creating a culture of belonging and inclusion where everyone thrives as a **ONE Ansys** team. Our **ONE Ansys** team comprised of 4,800 professionals around the world makes us a unified force making the impossible, possible.

As we execute our pervasive simulation strategy, a strong team and culture is essential.



ONE/Ansys



ANSYS / WORKFORCE TODAY

Our workforce has grown, and engagement remains high.

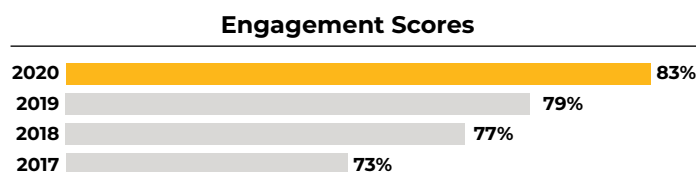
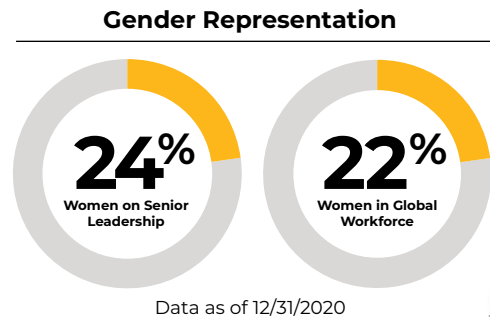
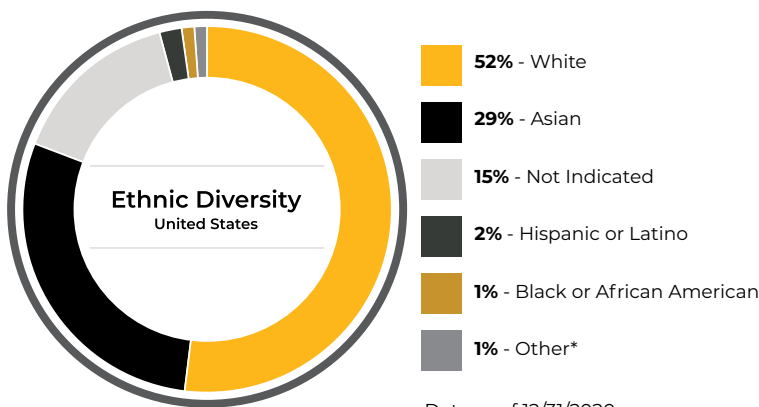
- We ended FY 2020 with 17% more people than at the end of 2019, both due to organic hiring and employees onboarded as part of the integration of newly acquired entities. By the end of FY 2020 Ansys total workforce was at 4,800. Employees remain highly engaged and motivated to be part of our commitment to continuous technology innovation.
- Employee feedback and engagement is essential to our success. We conduct annual global employee engagement surveys with the goal of using the feedback to improve the work environment and employee engagement.
- Employee engagement increased to 83% in 2020, up from 79% in 2019.

4800
FULL-TIME
EQUIVALENTS

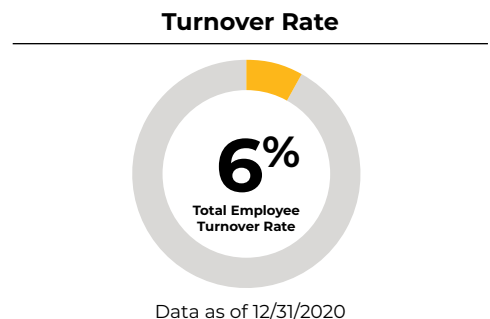
85
LOCATIONS
GLOBALLY

Job Function	
Product Development	1,800
Sales, Support & Marketing	2,400
General and Administrative Functions	600

Data as of 12/31/2020



Data for each year as of December 31.



*Other includes Native Hawaiian, American Indian, Alaskan Native, Pacific Islander, or two or more races.

Verbatim survey responses, which are representative of overall employee sentiment

"I believe that Ansys is incredibly well-positioned for long-term growth due to the vision and strategy set by our executive team. I am proud to work for Ansys and help execute that strategy."

"Ansys is a dream place to work. I am fortunate to work with the Ansys Team. Consistency, Hardwork, Innovation and Learning are key words at Ansys."

"In the whole of my career, Ansys is the only employer that has ever offered this kind of environment, and its commitment to its employees inspires a reciprocal commitment to the company. I believe that this dynamic makes Ansys a stronger company, and I am happy to be part of it."

2020 / PROGRESS

Actions taken as a result of previous employee surveys

- ONE Ansys efforts focus on creating a culture in which all employees can reach their full potential.
- We've been transforming our HR processes with the intent to provide high quality HR services and technology to our employees globally.
- The Ansys Learning Center currently hosts our collection of eLearning content, which is roughly 6,000 eCourses ranging from soft to technical skills. Digitization is used for the training and education of employees globally.
- We have successfully rolled out a career framework.

1 LEARN
the basics

2 NAVIGATE
the Framework

3 UNDERSTAND
what it means for me

In early 2019, Ansys embarked on a journey to set the foundation for a clear and consistent job hierarchy that could be used globally. Partnering with business leaders, a framework was built with career tracks and levels, and existing roles were consolidated to fit within this new framework.

The framework implementation was a direct result of feedback received via the engagement survey. Employees requested more role clarity and a better understanding of how they can continue progressing their careers at Ansys.

Implemented in July of 2020, the framework has allowed the company to maintain global consistency with less complexity as the business grows. Also, it enables Ansys to more seamlessly integrate acquired companies.

CAREER FRAMEWORK / VISION STATEMENT

The Career Framework creates a solid foundation that will enable and support our talent processes and initiatives across all of Ansys.

It is in essence our people “operating system,” driving our growth strategy and continuing to make Ansys a great place to work.



GROW A MORE DIVERSE AND INCLUSIVE GLOBAL WORKFORCE REFLECTIVE OF THE DEMOGRAPHICS OF OUR COMMUNITIES, CUSTOMERS, AND OPERATING LOCATIONS. ENSURE ALL EMPLOYEES CAN REACH THEIR FULL POTENTIAL.

DIVERSITY, EQUITY & INCLUSION / (DE&I)

Ansys employees participated in our first global diversity and inclusion (D&I) survey in 2019. The results of this survey have guided our efforts in developing our DE&I strategy and action plan to attain goals which are measured and disclosed to show our progress and align with the expectations of our key stakeholders. Our DE&I strategic roadmap is based on pillars that we believe will enable us to set the foundation for success.

Pillar 1: Education

- Delivering an inclusive leadership program that builds a foundation for achieving DE&I goals globally.
- Building capability through recognizing and overcoming bias in decision making, building inclusive teams, and making effective recruitment and selection decisions.

Pillar 2: Culture

- Activating Employee Resource Groups (ERGs) for LGBTQ+A (Ansys Pride Alliance), Black Employee Network, Women in Tech, Veterans at Ansys, and Accessibility at Ansys group.
- Leveraging internal/external communication platforms and channels to drive engagement and awareness of activities so current and future employees 'see themselves' at Ansys.

Ansys ERGs:



Inclusive Leadership Program at Ansys

- For people leaders and key partners to support global diversity, equity, and inclusion at Ansys
- Tools to understand bias in decision making, build inclusive teams, and make better hiring and selection decisions
- Partnership with inclusive leadership training consultant learning rooted in the brain science around unleashing creativity
- Self-paced modules & webinars for easy-to-access learning
- Four cohorts launched in three regions for 400 management leaders

Employee Resource Groups

- Five ERGs launched with approximately 600 members
- Senior executive sponsorship for each ERG
- Global focus with representation in and awareness of regional areas
- Partnering with Ansys' Charitable Giving program to encourage ERG involvement
- Leveraging ERGs to understand and prioritize global policies and practices
- Connecting ERG members on outreach and engagement efforts

DIVERSITY PARTNERSHIPS /

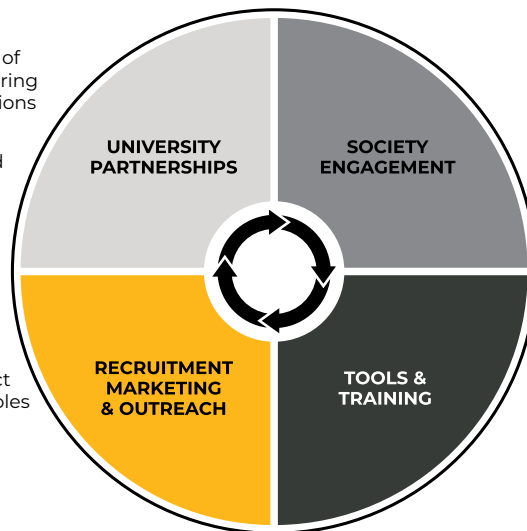
Ansys maintains a connection with key partnerships and organizations that allow us to strengthen and support our diversity, equity and inclusion initiatives.



Pillar 3: Talent Pipeline

- Expanding sourcing tools & advertising capabilities to recruit and onboard under-represented populations in key roles
- Increasing strategic relationships with targeted universities & societies
- Reviewing existing talent processes to help ensure diverse talent is onboarded, developed, mentored, and advanced

- Identify core universities based on availability of diverse talent - aiming for top 20% of engineering degrees awarded to targeted diverse populations
- Develop robust communications plan
- Create programming to include Ansys-hosted on-campus (or virtual) activities (beyond campus-led career fairs)



- Increase engagement with engineering/STEM societies on a national level
- Identify known Ansys connections/existing employees to engage with local chapters
- Initiate utilization of career services of local societies

- Focus on diversity in career events and internship programs
- Activate Employee Value Proposition to attract and recruit under-represented talent in key roles
- Engage with ERGs to position Ansys as an employer of choice for diverse talent

- Apply inclusive leadership training with the talent acquisition team and through talent acquisition materials
- Re-calibrate talent strategy and recruiting processes to attract and hire diverse candidates
- Strengthen capabilities in sourcing diverse talent

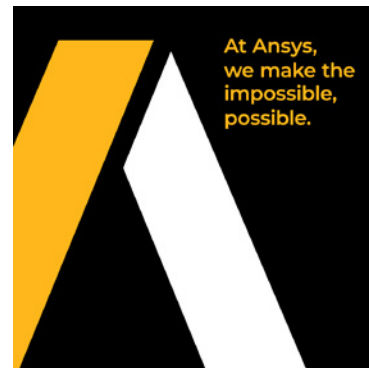
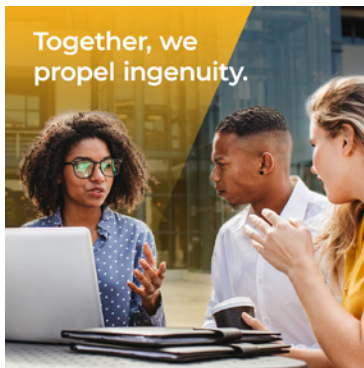
Our diversity program focuses on human resources activities in the U.S and our talent pipeline globally.

Talent Management

Our talent strategy is focused on attracting diverse top talent, recognizing, and rewarding performance, and continually developing, engaging and retaining our employee base. We support the development of our employees by providing continuous professional development and tuition assistance, conducting annual individual assessments, and encouraging feedback on performance continuously. We also drive a wide variety of focused initiatives specifically designed to support employee development. These include our annual talent reviews and succession planning, emotional intelligence trainings, and company-sponsored education programs, such as management essentials for front-line leaders in foundational people management skills.

EMPLOYEE WELL-BEING AND SUPPORT /

ONE Ansys: Culture of health & well-being focuses on improving total well-being – including physical, social, emotional, and financial – and connecting these efforts to our culture and the Employee Value Proposition.



We offer support to our employees in the form of well-being resources, such as our global well-being app and our Employee Assistance Program (EAP) that provides toolkits for managers to help support their employees. We take pride in offering competitive benefit packages and policies, such as paid parental leave and flexible work schedules that help enable our employees to maintain a work-life balance.

We encourage our employees to volunteer and support charities / causes that are important to them, striving to create long-lasting partnerships in our local communities. Here are just a few examples of how our employees supported their communities in 2020:

- Distributed Christmas gifts to children in Qinghai, a province of China.
- Bottled and packaged over 14,000 bottles of spaghetti sauce to distribute to 7,000 families in Salt Lake City, Utah in the U.S.
- Collected 630 liters of trash around the Valbonne, France office.
- Collected more than 220 toys and 170 children's books for charities, France office.



Provided over 22,000 meals through a virtual food drive

BENEFITS AND RESOURCES /

We offer competitive, global benefits that aim to:

- Attract, retain and develop the highest caliber of talent.
- Be market competitive.
- Provide choice.
- Build our ONE Ansys brand.
- Invest in our employees' well-being.
- Embrace diversity, equity and inclusion.

While benefits vary by country and region based on differences in regulations and market competitive practices, we typically offer insurance benefits, such as health care, life, accident, and disability; well-being and mental health assistance services; defined contribution retirement plans with company matching contributions; and supplemental paid time off. We also provide programs that support our employees' individual and family needs, such as parental leave and adoption benefits.

We evaluate our benefit programs in relation to market prevalence to ensure the effectiveness and value of our global benefit spend while also meeting employees' and business needs.

BENEFITS AND RESOURCES /

In the past 24 months, we made the following enhancements to our benefits programs:

- Introduced 4 weeks paid parental leave in the U.S.
- Expanded the U.S. paid sick leave to include safe time for domestic violence and increased the time off to 80 hours annually.
- Added voluntary programs, such as Perks, ID Theft, Critical Illness, Accident and Hospital Indemnity to the U.S. benefit programs.
- Extended our Employee Assistance Program (EAP) across all of our countries for mental health, as well as other valuable resources that assist our employees with emotional, physical, and financial support.
- Introduced an app globally that supports employees' physical, social, emotional, and financial well-being.
- Enhanced the critical illness benefit in China.
- Increased the wellness benefit in Sweden.
- Improved several of the plan designs in risk and medical insurance to be market competitive in Korea.
- Added LGBT coverage to be included in the family definition in India.



Medical & Rx



Life & Disability Insurance



Dental



Vision



Match 401K



Employee Stock Purchase Program (ESPP)



Education Reimbursement



Volunteer Time Off



Career Development



Commuter Benefits



Wellness Coach App



Health Savings Account



Paid Parental Time Off



Adoption Assistance



Paid Sick & Safe Time Off



Employee Assistance



Employee Perks



Accident & Hospital Indemnity Insurance

Voluntary Benefit Programs (ID Theft, Legal Insurance, Long-Term Disability, Critical Illness)

MOVING FORWARD /

We continue building a diverse and inclusive work environment and maintaining a culture that drives engagement and innovation. Ansys is moving toward a future where:

- We attract, develop and retain the **best, diverse talent**
- Employees from all backgrounds thrive, and are **empowered to do their best work**
- Teams **learn, innovate, and win the right way**

AWARDS & RECOGNITION /

We are very proud to have received the following awards recognizing our efforts to be a diverse, inclusive and great place to work.

ISS Social Rating

Social	2
Human Rights	2
Labor, Health and Safety	1
Stakeholders and Society	4
Product Safety, Quality and Brand	1

ISS Social rating as of 12/15/2020

Higher Disclosure = 1; Lower Disclosure = 10



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