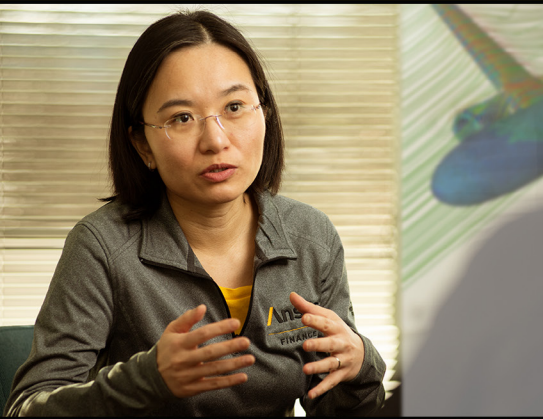# Ansys

Engineering What's Ahead.

2020
Corporate Responsibility

/ A MESSAGE FROM OUR PRESIDENT AND CHIEF EXECUTIVE OFFICER

March 2021

Ansys delivered exceptional financial results in 2020 while continuing our commitment to deliver on our long-term potential through our environmental, social and governance ("ESG") initiatives. That is a testament to the resilience of our 4,800 Ansys employees during a year of unprecedented and urgent challenges in the business and social environment.

You can see the results of those efforts in this corporate responsibility report. Our program pillars of people, planet, practices and products are aimed at ensuring long-term growth for our stakeholders through responsible and sustainable business activity. We enable our customers to meet their sustainability goal by reducing waste and building products that are lighter, safer, faster to market and more efficient. We build programs to recruit and retain the best and most diverse talent to deliver our award-winning innovations, products and services. We have appointed expert and diverse leadership to our board and executive management team. We secure our systems and data with the latest security technology and practices. And we focus on a culture of innovation, integrity and transparency.

This unique approach is driving real-world results. Despite COVID-19, our 2020 employee engagement rose from an already high mark. We were named a Most Responsible Company by Newsweek, a Best Place to Work for Innovators by Fast Company and Fortune added us to its list of Future 50 companies, an index of 50 public companies from around the globe with the greatest long-term growth potential.

At Ansys, we believe that, through the power of engineering simulation, we are on a quest to change the world. While I am proud of everything we have accomplished, I know it is only the beginning of that journey. I encourage you to learn more about our commitment to a more sustainable future in this report.

Ajei S. Gopal
President and Chief Executive Officer

/ CONTENTS

/ ANSYS RESPONSE TO GLOBAL CRISIS

The safety and well-being of our employees has always been a top priority at Ansys. At the onset of the COVID-19 pandemic, we took action to enable our employees to work from home. We closed our offices, including our corporate headquarters, transitioned to a remote work environment, and implemented certain travel restrictions, each of which has changed how we operate our business. Ansys had an existing work-from-home (WFH) program before the COVID-19 pandemic that aimed to incorporate multiple layers of cybersecurity protection when accessing Ansys systems, including multi-factor authentication. Ansys was able to quickly scale up this existing WFH program to accommodate the entire workforce.

Frequent and transparent communications to our employees have been priorities from the beginning. We fully leveraged our internal collaboration platforms and digital tools to keep our employees engaged as well as informed. We formed a global coronavirus emergency response team (CERT) with local site leaders to coordinate our global response to the pandemic. Leads in our local offices worldwide were empowered in coordination with CERT to take actions and health precautions suited to local conditions, cultures and ever-changing regulations. We rolled out wellness programs, and based on local requirements, extended other benefits including distribution of masks to support employees' safety, work ergonomics, and work from home programs and other incentives to support employees.

Our 2020 engagement survey results showed that our CERT provided outstanding management and leadership during the pandemic. 96% of employees indicated that they were satisfied with Ansys' response to the COVID-19 pandemic and 93% said they were being kept informed about matters affecting them during the COVID-19 pandemic.

While some of our offices have since reopened, most of our locations have limited access or have few employees working on site. We are continuing to monitor and manage the situation. The health and safety of our employees and their families, our partners and our broad Ansys community around the world continues to be our top priority.

Additional Resources: Read a sampling of customer and partner initiatives to fight against the virus using Ansys software
https://www.ansys.com/covid-19-simulation-insights

96%
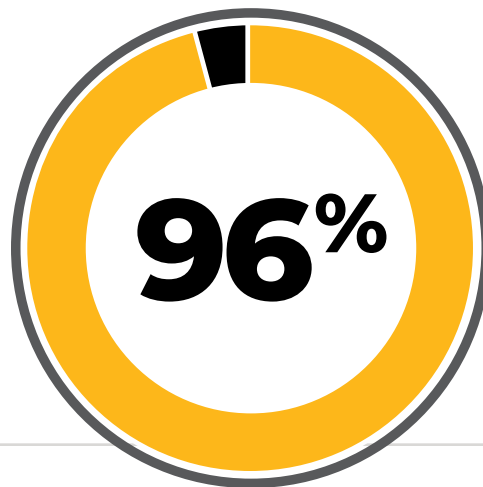
EMPLOYEES SATISFIED WITH ANSYS' COVID-19 RESPONSE
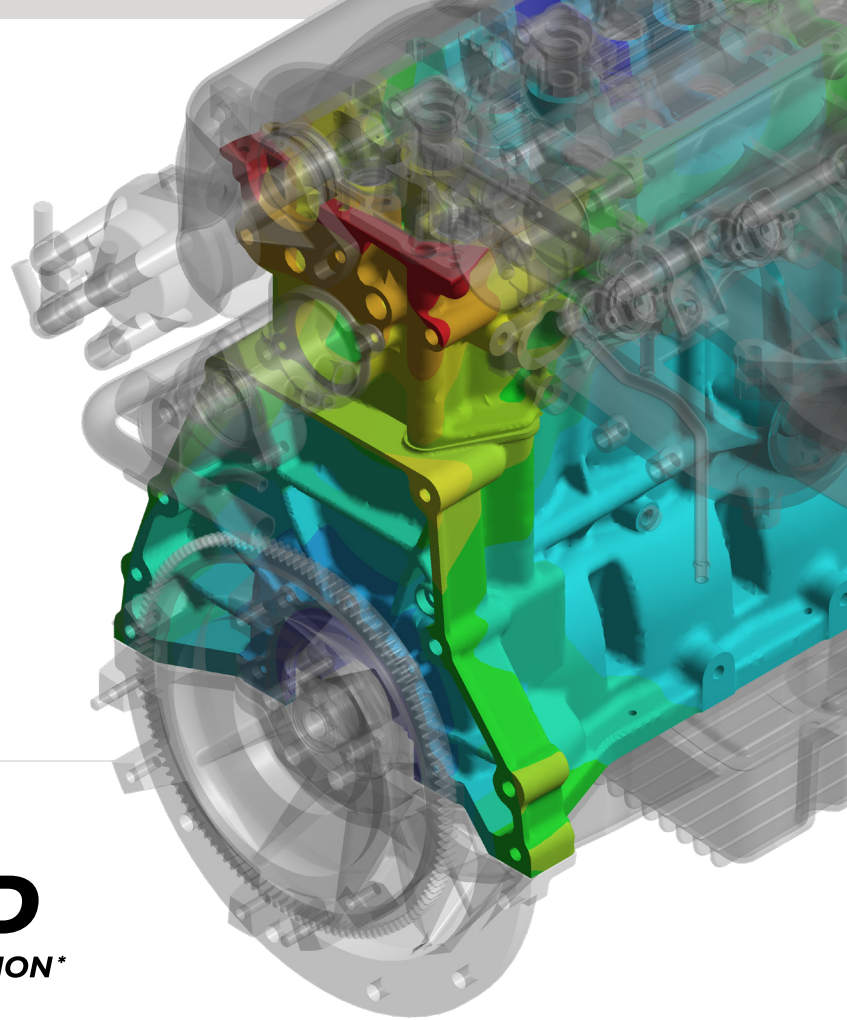
#1
IN SIMULATION

COMMITTED
OVERALL CUSTOMER SATISFACTION*
GLOBALLY (2020): 89%

FOCUSED
SIMULATION IS ALL WE DO

CAPABLE
4,800 EMPLOYEES GLOBALLY

140 CHANNEL PARTNERS GLOBALLY

85 ANSYS OFFICES

(As of 12/31/2020)

PROVEN
MEMBER OF PRESTIGIOUS INDICES

STANDARD &POOR'S   N Nasdaq

$26B MARKET CAPITALIZATION

(As of 3/15/2021)

*Associated with Ansys Customer Excellence customer support

/ CORPORATE RESPONSIBILITY PROGRESS

In 2020, while our work was disrupted by COVID-19, our progress on advancing corporate responsibility (CR) initiatives was not diminished or delayed. On the contrary, the extraordinary events of 2020 spurred the CR program forward and gave us renewed motivation to work on our CR governance structure, realign our priority topics and build on our practices and initiatives.

Highlights of our 2020 Progress Include:

/ PEOPLE

The safety and well-being of our employees has always been a top priority at Ansys. Formed a human resources task team under our CR committee

Continued to implement our diversity, equity and inclusion (DE&I) initiatives following our 2019 DE&I assessment, under the framework of three pillars: employee resource groups, training and talent acquisition

Prioritized safety and well-being of our employees through our COVID response plan, with incentives and wellness programs to support employees working from home

Improved employee engagement, demonstrated by the results of our annual employee engagement survey, continuing the upward trend in engagement even in these challenging times

/ PLANET

Formed an environmental sustainability task team under our CR committee

Conducted first scope 1 and scope 2 emissions assessment and published our first CDP response based on our 2019 metrics

/ PRACTICES

Scaled up a global work from home program in response to COVID-19 lockdowns, including the use of cybersecurity protections in remote work environments

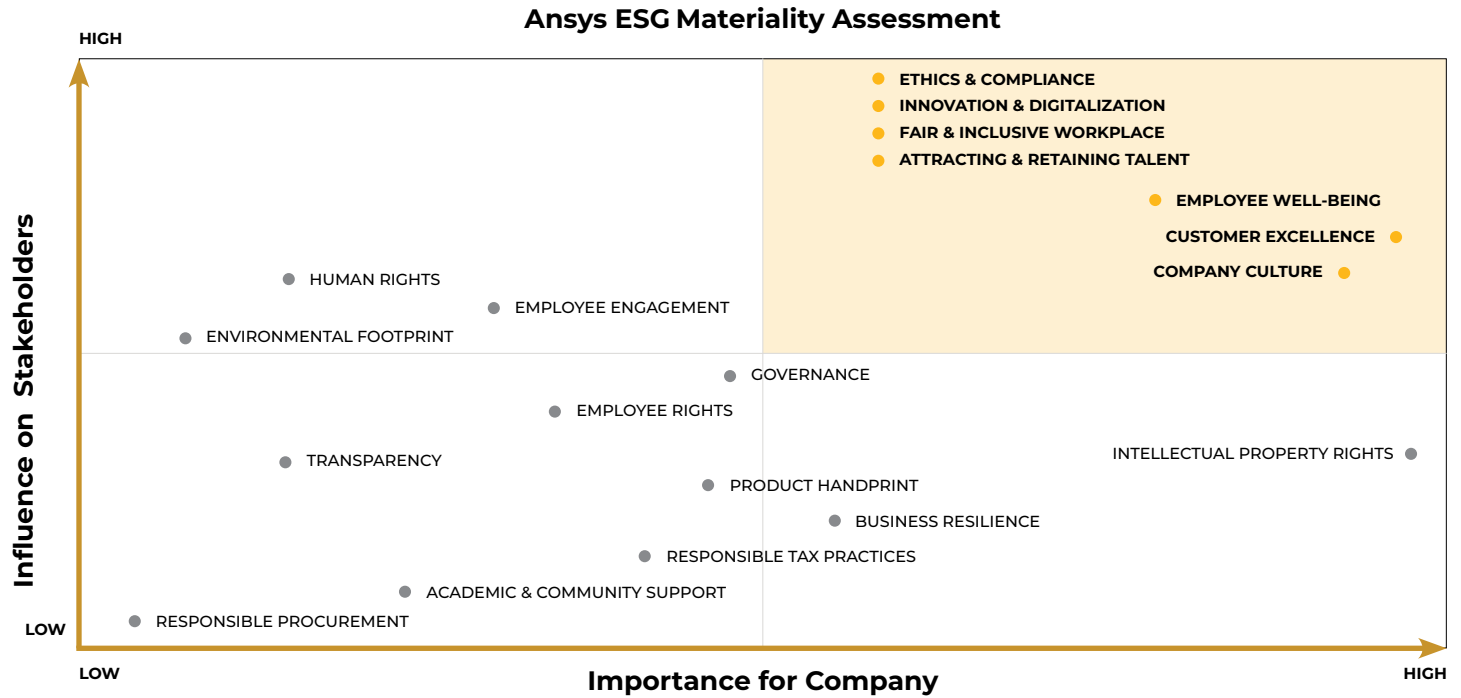*Bolstered data security program through third party assessment of cybersecurity capabilities and obtained SOC2 certification for Ansys Cloud offering*

/ PRODUCT

The environmental sustainability task team launched a project to report on how Ansys simulation products help our customers reduce their impact on the planet via our "product handprint," through industry use cases ranging from electric vehicles to gas turbines

/ MATERIALITY ASSESSMENT

In early 2021, by collaborating with Datamaran, we conducted a formal, non-financial materiality assessment to identify ESG areas that are important and priority ("material") to the company. In addition to internal and external stakeholder feedback, we also considered indirect stakeholder data, including news reporting, social media, the policy and regulatory environment and peer companies. This assessment will be used to inform our corporate responsibility strategy and program, monitor potential risks and opportunities that could affect our long-term business success and guide our corporate responsibility decisions, disclosures and metrics.

Ansys ESG Materiality Assessment

A scatter plot titled "Ansys ESG Materiality Assessment" with y-axis "Influence on Stakeholders" (LOW to HIGH) and x-axis "Importance for Company" (LOW to HIGH).

High-material topics (upper right, highlighted):
- ETHICS & COMPLIANCE
- INNOVATION & DIGITALIZATION
- FAIR & INCLUSIVE WORKPLACE
- ATTRACTING & RETAINING TALENT
- EMPLOYEE WELL-BEING
- CUSTOMER EXCELLENCE
- COMPANY CULTURE

Other topics:
- HUMAN RIGHTS
- EMPLOYEE ENGAGEMENT
- ENVIRONMENTAL FOOTPRINT
- GOVERNANCE
- EMPLOYEE RIGHTS
- TRANSPARENCY
- INTELLECTUAL PROPERTY RIGHTS
- PRODUCT HANDPRINT
- BUSINESS RESILIENCE
- RESPONSIBLE TAX PRACTICES
- ACADEMIC & COMMUNITY SUPPORT
- RESPONSIBLE PROCUREMENT

OUR METHODOLOGY

To determine our most material topics, we followed the recommended process outlined in the Global Reporting Initiative (GRI) Standards. The process involved four steps: 1) identify potentially material topics; 2) prioritize the topics based on stakeholder surveys; 3) review and validate the topics through discussions with Ansys' senior leaders, members of our ESG committee, and leaders across the business who provided direct feedback on the topics; and 4) integrate results within our business, including our enterprise risk management process, and use the results to inform our ongoing CR program and strategy.

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

Additional Resources: Read more about our 2021 GRI-based Materiality Assessment here:
https://investors.ansys.com/sustainability/ESG-Materiality-Assessment-2021/default.aspx

/ STRATEGY AND VISION

Conducting business responsibly and managing our operations in line with sustainable and responsible business activity is the key to long-term growth and commercial vitality. Our corporate responsibility strategy focuses on the identification of the most impactful drivers of long-term and sustainable business in four key areas. These focus areas form the foundation of our CR program pillars of people, planet, practices and product.

The CR program was historically founded on the key themes of people, planet and practices. Our materiality assessment led us to add a new pillar: Products. Innovation and the development of industry-leading products are the primary activities for Ansys, and at the core of our mission of pervasive simulation. It is through our products that we apply our innovations, while complying with privacy regulations and protecting against cybersecurity risks.

PEOPLE	*PLANET*	*PRACTICES*	*PRODUCT*
Human capital management	**Environmental sustainability**	**Practices and initiatives toward sustainable business**	**Innovation and product handprint**
The primary asset of the company is our expert workforce and its ability to translate creativity and dedication into product innovation and operational excellence	Not only do our stakeholders demand smart management of our carbon footprint, but we are also dedicated to helping our customers manage their carbon emissions through the reduction of waste through engineering simulation	We continuously improve our practices to deliver superior and safe products and customer excellence to our clients and an engaging workplace for our employees	We nurture our culture of innovation and strive to bring the best and most environmentally friendly products to the marketplace

/ GOVERNANCE AND MANAGEMENT

Our corporate responsibility program is managed by a committee of select senior leaders ("CR committee") from our human resources, finance, industry marketing, communications, investor relations, legal, procurement and facilities departments. Our general counsel chairs this committee.

In 2020, we expanded the CR committee to include representatives of our cybersecurity and strategy departments. The CR committee also formed two task teams to address specific topics related to environmental sustainability and human capital management, respectively. Task teams report to and receive oversight from the CR committee.

Our CR committee members facilitate the implementation of the committee's initiatives in their respective departments and keep the other members up to date on their progress.

Specialized teams within Ansys manage topics including innovation, customer relations, distribution channel, data security and data privacy.

The Chairperson of the CR committee reports progress to the CEO and to the board of directors, which has oversight over our CR activity through its Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee guides the CR program's direction and monitors its progress. Our board members actively participate in outreach to our investors to share progress and exchange points of view on corporate responsibility topics.

83%
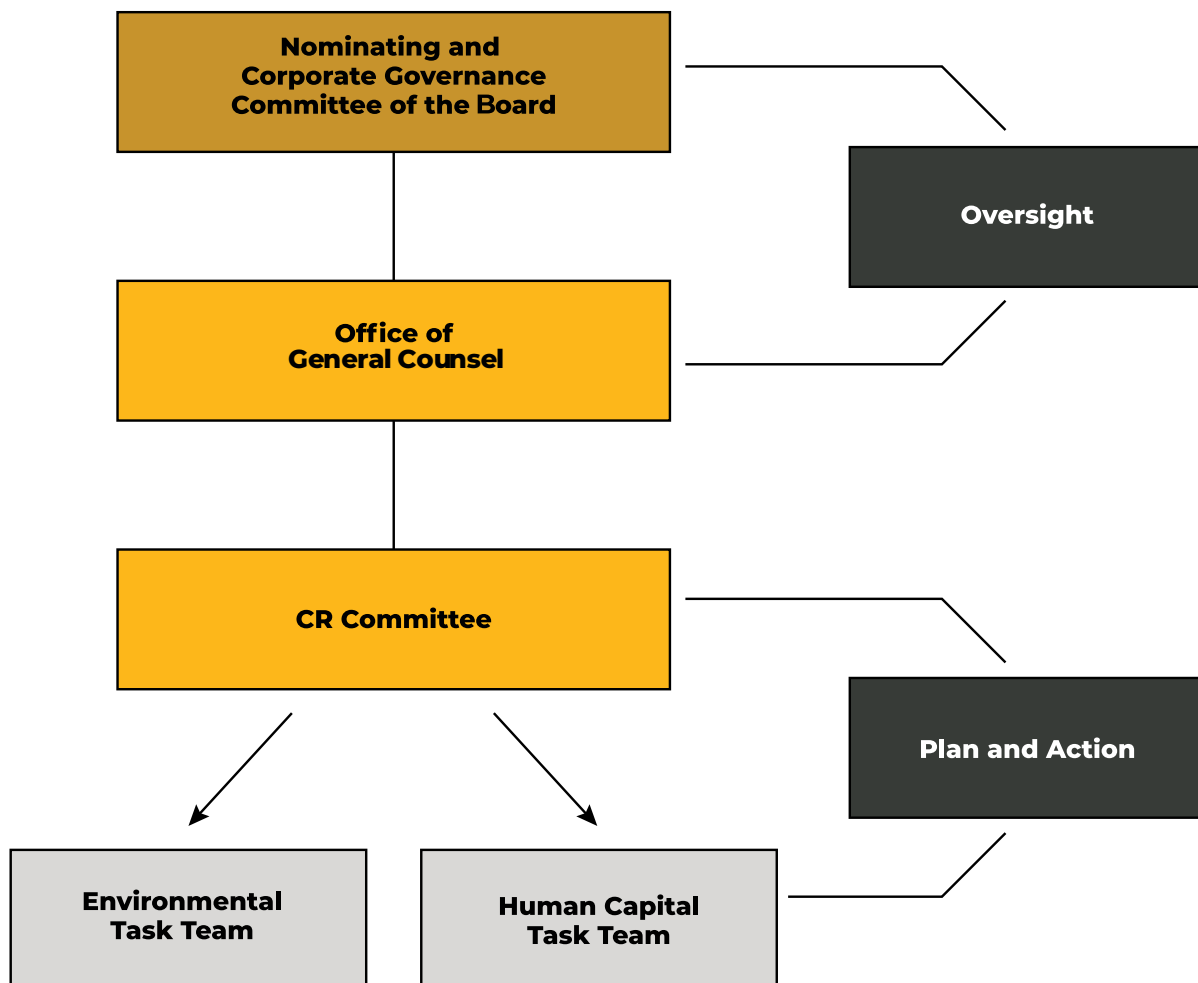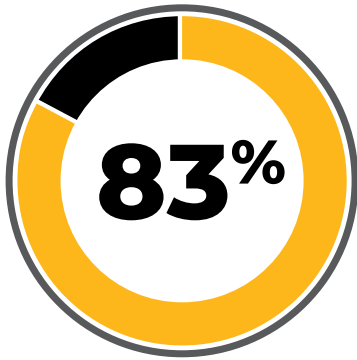
EMPLOYEE ENGAGEMENT SCORE

(2020 Engagement Survey)

96%
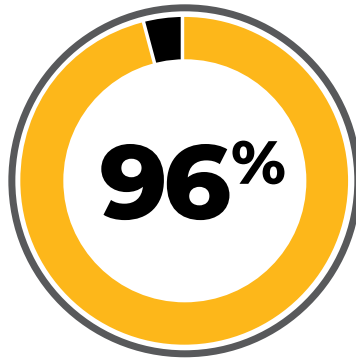
EMPLOYEES SATISFIED WITH COVID-19 RESPONSE

(2020 Engagement Survey)

67%

CEO DIRECT REPORTS ARE WOMEN

(As of 12/31/2020)

23%+
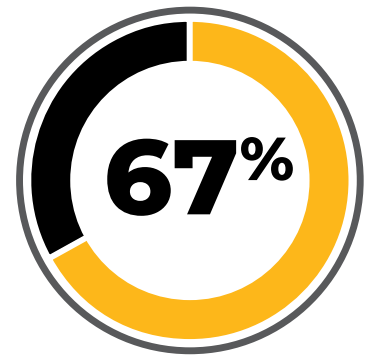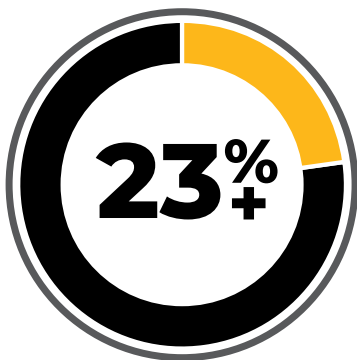
FACILITIES LOCATED IN BUILDINGS WITH GREEN CERTIFICATIONS

(% of active square footage)
(Data as of 12/31/2020)
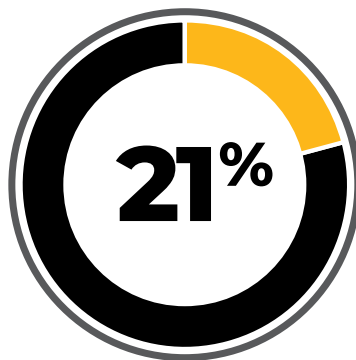
21%

R&D EXPENSES OF TOTAL REVENUES (FY2020)

99%+

EMPLOYEES COMPLETING TRAINING ON A REFRESHED CODE OF CONDUCT

CDP DISCLOSER 2020

20% BY 2020 — 2020 WOMEN ON BOARDS

BEST WORKPLACES FOR INNOVATORS — FAST COMPANY

FORTUNE FUTURE 50 — 2020

/ PEOPLE

CULTURE

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 our culture is a strategic focus on our people. We are committed to creating a culture of belonging and inclusion where everyone can be themselves and thrive as a ONE Ansys team. Our 4,800 professionals around the world are a unified force making the impossible, possible.

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

Our workforce today:

- We ended 2020 with approximately 4,800 professionals, 700 more than at the end of 2019.
- Employee feedback and engagement are 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

Additional Resources: Read more about our Culture and Values here: https://www.ansys.com/careers/culture-and-values

Read more about Human Capital Management at Ansys: https://investors.ansys.com/esg/Human-Capital-Management/default.aspx

EMPLOYEE DEVELOPMENT AND ENGAGEMENT

We support development of our employees by providing continuous professional development and tuition assistance, conducting annual individual assessments, and by 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, new leader on-boarding and development programs, workshops on emotional intelligence, mentorship programs, a new 12-month curriculum for managers called Management Essentials, and company-sponsored education programs, such as those within our Ansys learning management system.

Employee feedback is important in the areas of future vision, recognition, communication, leadership, and growth and development. In 2020, our annual employee engagement survey was cricital, as nearly all Ansys employees were required to work remotely due to the global pandemic.
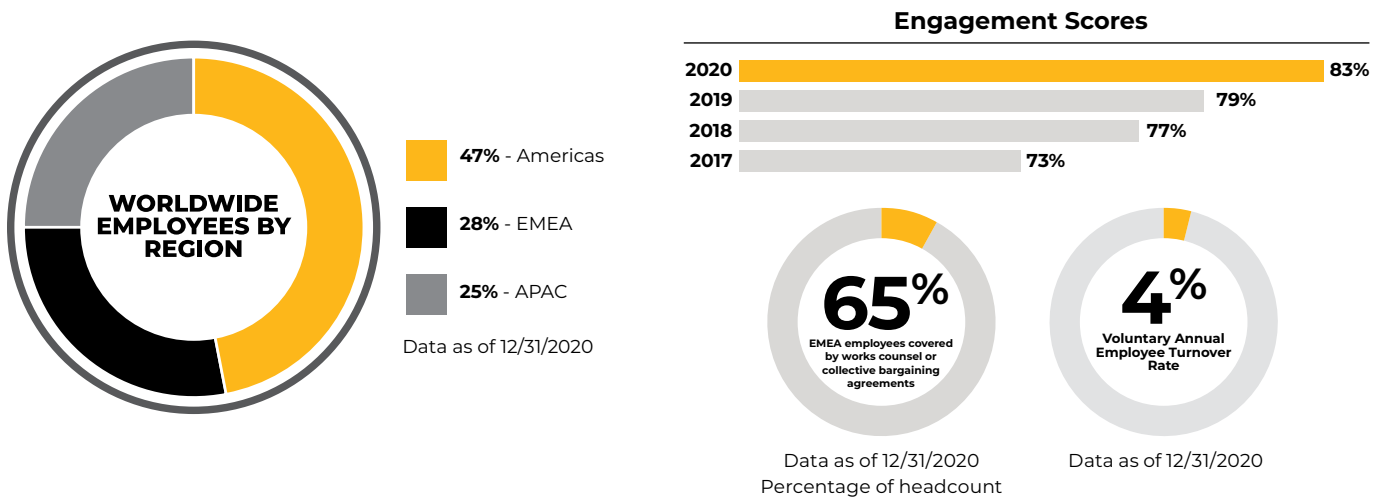
In 2018 and 2020, we conducted full engagement surveys focused on engagement, performance enablement and manager effectiveness. Our 2019 engagement survey was a pulse-survey focused on engagement and behavioral change. We improved our engagement score from 77% in our 2018 survey to 79% in 2019. Our 2020 global engagement survey demonstrated that our employees are highly engaged. The overall engagement score was 83% which is a 6-point improvement from the previous full survey which was conducted in 2018. The employee response rate to the 2020 global engagement survey was 89%.

Our Methodology

The employee engagement survey is conducted using the following steps: 1) design the survey items to solicit anonymous feedback on a variety of relevant engagement topics. Many questions remain the same from year to year to measure trends over time, 2) administer the global survey to all employees, 3) analyze the qualitative and quantitative results and synthesize the key themes, 4) communicate the survey results with employees, 5) develop team action plans to address areas of opportunities identified by employees. We monitor employee engagement continuously between the bi-annual full-length engagement surveys with a listening strategy that includes follow up pulse surveys.

Human Resource in Numbers:

As of December 31, 2020, we employed approximately 4,800 people, including approximately 1,800 in product development, 2,400 in sales, customer support and marketing, and 600 in general and administrative functions.

WORLDWIDE EMPLOYEES BY REGION

47% - Americas

28% - EMEA

25% - APAC

Data as of 12/31/2020

Engagement Scores

2020 — 83%
2019 — 79%
2018 — 77%
2017 — 73%

65%
EMEA employees covered by works counsel or collective bargaining agreements

Data as of 12/31/2020
Percentage of headcount

4%
Voluntary Annual Employee Turnover Rate

Data as of 12/31/2020

DIVERSITY, EQUITY AND INCLUSION

Inclusiveness is an important component of our culture and values. We believe in the value of diversity of individual backgrounds and perspectives. Our Code of Business Conduct and Ethics (Code) sets forth the company's expectations that we conduct business with the highest standards of ethical conduct and in compliance with applicable laws, rules and regulations. All employees are trained in key ethics and compliance topics when they are hired and complete an annual certification to the Code and related policies. Additionally, all employees are periodically retrained on the Code and preventing workplace harassment.

Ansys employees participated in our first global diversity and inclusion survey in 2019. The results of this survey have guided our efforts in developing our diversity, equity and inclusion (DEI) strategy and action plan. In 2019, we assigned a team of individuals from our human resources department to focus on our DEI strategy and launched initiatives to set the foundation for the future. Our DEI strategic roadmap is based on pillars that we believe will enable us to set the foundation for success: pipeline development, culture and education.

Pipeline Development

In the U.S., our recruitment of and outreach to diverse talent expanded during 2020, including strengthening relationships with historically black colleges and universities (HBCUs), minority engineering societies, women in technology groups, veterans' organizations and LGBTQ+A organizations. These initiatives are intended to enable us to interface with more diverse talent pools and are a part of our broader recruitment strategy.

Culture

We evolved and launched a growing number of employee resource groups (ERGs) dedicated to ensuring a culture of inclusion and belonging with approximately 600 members: Women in Tech at Ansys, Ansys Pride Alliance, the Black Employee Network at Ansys, and Ansys Military Veterans and Families. A newly founded group called Accessibility at Ansys will fully launch in Q2 2021.

• Our ERGs feature senior executive sponsorship for each ERG
• Global focus with representation in and awareness of regional areas
• Partnerships with Ansys' charitable giving program to encourage ERG involvement
• Leveraging ERGs to understand and prioritize global policies and practices
• Opportunities for external outreach and engagement efforts

Education

We are committed to training 100% of our people managers on inclusive leadership concepts such as unconscious bias, leading to establish belonging, and making objective talent selection decisions. As of December 31, 2020, the program launched to approximately 59% of our people leaders. The program will be expanded to include people leaders joining the organization post its launch as well as our other diversity champions.

Diversity in numbers

In terms of our Board of Directors, 25% were women and 75% were men, 13% Black or African American, 25% Asian, and 62% White.

Ethnic Diversity
United States

- **52%** - White
- **29%** - Asian
- **15%** - Not Available
- **2%** - Hispanic or Latino
- **1%** - Black or African American
- **1%** - Others
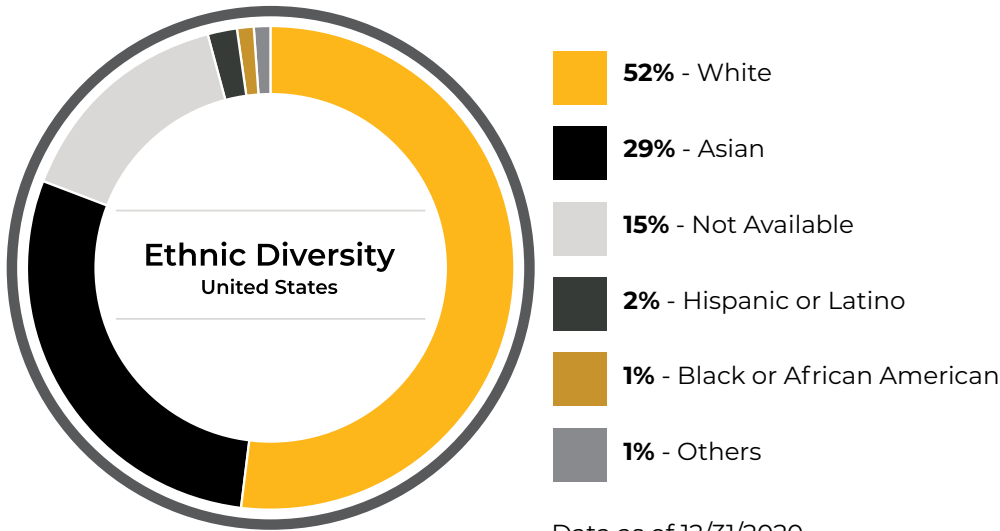
Data as of 12/31/2020

Gender Representation

24%
Women on Global Senior Leadership Team

22%
Women in Global Workforce

20% BY 2020
20 20
WOMEN ON BOARDS

Data as of 12/31/2020

67%
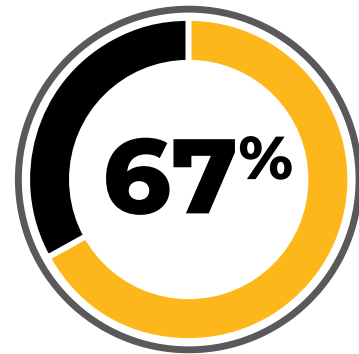
CEO DIRECT REPORTS ARE WOMEN
(As of 12/31/2020)

ATTRACTING AND RETAINING TALENT

Our talent strategy is focused on attracting diverse top talent, recognizing and rewarding performance, and continually developing, engaging and retaining our employee base.

Our career framework initiative launched in 2020 aims to create a solid foundation to support talent process and initiatives at Ansys. Serving as our "people operating system" approach, it ensures transparency and clarity for individuals seeking to understand how their roles align with the organization and how they can grow their careers at Ansys. In 2020, we also launched an initiative called "success profile" which is a leadership competency model designed to further our strong foundation for leadership development at Ansys. The model focuses on thought leadership, results leadership, people leadership and self-leadership.

6%
Total Annual Employee Turnover Rate
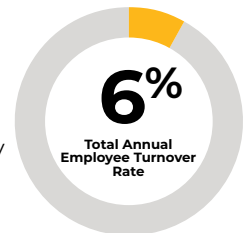
In addition to targeted outreach to minority groups or institutions, we attend career and networking events aimed toward recruiting diverse candidates. In 2020, we expanded these efforts, attending events that allowed us to interface with nearly 10,000 diverse jobseekers. Further, we intend to attract early career talent through the Ansys internship/co-op programs for current students and we value partnerships, through universities and societies, that promote these programs to diverse audiences.

Other includes Native Hawaiian or Other Pacific Island, two or more races, and American Indian/Alaskan Native combined

- 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

UNIVERSITY PARTNERSHIPS

SOCIETY ENGAGEMENT

RECRUITMENT MARKETING & OUTREACH

TOOLS & TRAINING

- 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

EMPLOYEE BENEFITS, WELLBEING AND SUPPORT

Our employees are critical to our mission of enabling the design and delivery of transformational products. We know that when we understand and address their diverse needs at key stages of life, they bring their best self to work to fuel innovation at Ansys.

We evaluate, benchmark and design our benefits programs around the world to help ensure that we:

- Attract, retain and develop high caliber talent
- Invest in our employees' wellbeing
- Embrace diversity and inclusion for our global team
- Continue to build our ONE Ansys brand around the world
- Remain market competitive wherever we do business

The following is a non-exhaustive list of benefits we offer to support our employees in key aspects of their lives. The benefits offered vary by country and region based on differences in regulations and market competitive practice.

- **Healthcare benefits:** medical, dental, vision, health savings accounts, flexible health and dependent care spending accounts and life, accident and disability insurance;
- **Family support benefits:** parental leave, adoption assistance, maternal education and support, pet insurance and flexible work schedules;
- **Programs to support healthy lifestyles, personal wellbeing and productivity:** employee assistance programs, including emotional and social wellbeing assistance programs, wellbeing clubs, supplemental paid time off and volunteer paid time off, tobacco-free workplace and smoking cessation support; and
- **Offerings to support employee financial health:** pension retirement plans, defined contribution retirement plans with company matching contributions, financial planning and education, income and legal protection benefits, tuition reimbursement and employee stock purchase plan.

Additional Resources: Occupational Health and Safety Policy https://s24.q4cdn.com/308583981/files/doc_downloads/2021/03/Ansys_Global_Occupational_SafetyHealth_final.pdf

COMMUNITY RELATIONS

We focus our philanthropic efforts on supporting and improving the communities in which our employees live and work.

Our philanthropic activities fall primarily in the areas of supporting our employee contributions and volunteer efforts in the areas of STEM, health and human services, public and cultural and scientific affairs. In 2020, Ansys celebrated its 50th anniversary and to celebrate the milestone, Ansys challenged each employee to volunteer up to 8 hours from their paid-time time to a personal cause that was meaningful to them.

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
- Collected more than 220 toys and 170 children's books for charities, France

In 2020, Ansys provided support to a variety of charities and volunteer efforts which included food relief, children's medical research, and support of STEM through robotics competitions, makers spaces and educational outreach programs.

Provided over 22,000 meals through a virtual food drive

As a company, we increased our giving to several charities, including those advocating for the underrepresented, like the National Society for Black Engineers (NSBE), and Out in Science, Technology, Engineering, and Mathematics (oSTEM), those helping with COVID-19 relief efforts, like the Red Cross, and food banks that are helping those in need in our local communities.

APPLICATION OF OUR PRODUCTS IN THE FIGHT AGAINST COVID-19

Ansys is striving to positively contribute in the fight against COVID-19 by supporting the initiatives of our customers and partners.

Ansys collaborated with an IIT Kanpur-led consortium to assist in the development of an indigenous, reliable, and safe ventilator to fight the COVID-19 outbreak in India. Ansys products were used to design and optimize ventilators that can be manufactured on a large scale at multiple sites using materials easily available with Indian suppliers and manufacturers. Ansys products enabled a computational fluid dynamics (CFD) study for engineers to optimize sensor locations for the flow circuit of a ventilator. As a part of our corporate social responsibility initiative, Ansys offered a dedicated grant to the project toward procuring materials, testing, trials, and other expenses.
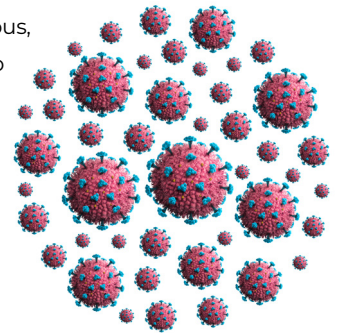
Additional Resources:
Read more about other similar applications of our products: https://www.ansys.com/covid-19-simulation-insights

ACADEMIC AND STEM EDUCATION

Our technology is used for research and teaching at engineering schools around the globe, including both undergraduate and graduate degree programs. Ansys' academic products are used by students who are our future engineers, researchers and leaders. Ansys also encourages our commercial customers to engage with academic institutions and students contributing knowledge, information transfer and career progress to members of our academic ecosystem.

INITIATIVE	OBJECTIVE	IMPACT
Ansys student version	Ansys provides special product versions at no cost to students.	During 2020, the free Ansys student version was downloaded over 500,000 times. Additionally, in 2020 we surpassed 1.5 million downloads in 148 countries since our student products launched in 2015.
Student competition teams	Ansys sponsors student teams building innovative vehicles that competed in Formula SAE, World Solar Challenge, and other similar events globally. This engagement benefits the students by improving their innovation and technology skills while also enhancing preparedness for future careers in engineering.	Read more about our sponsorship of student teams here: https://www.ansys.com/academic/students/student-teams
Our COVID response	In 2020 COVID-19 had a significant impact on universities around the world which were forced to teach remotely. While many universities had strong virtual teaching infrastructure in place, many did not.	Ansys supported those universities struggling to transition their students to remote access with temporary license keys to make it easier for their professors and students to access our software.
Simulation for student education	In July of 2020, we launched Ansys Innovation Courses (ansys.com/courses) that hosts more than 50 free courses with new courses added monthly. These courses are self-paced and use simulation to both visualize and reinforce concepts. Many of the courses are application based with an array of foundational physics courses to complement these. Our aim is to be a thought leader on how simulation can be introduced earlier on in the engineering curriculum in an on-demand way while making self-learning available to students and early-career professionals.	Since launch, more than 36,000 unique users spanning 112 countries (as of 12/31/2020) have utilized Ansys Innovation Courses with more than 70% engaging in a repeat session.
Student community	In August of 2020, we migrated our previous Ansys Student Community to a new platform and re-branded as the Ansys Learning Forum (https://forum.ansys.com/). This is the go-to place for students, researchers and educators to engage both peer-to-peer as well as peer-to-expert with our support team.	Since our August launch, more than 274,000 users from 144 countries have visited the forum with more than 75% engaging in a repeat session. **350,000** *AVERAGE NUMBER OF FREE STUDENT PRODUCTS DOWNLOADED PER YEAR IN LAST THREE YEARS*

GREENHOUSE GAS EMISSIONS AND CARBON FOOTPRINT

Ansys is committed to a more environmentally sustainable workplace. Over the past year we have strengthened our approach by measuring our scope 1 and 2 greenhouse gas (GHG) emissions and establishing an energy baseline. Our 2019 GHG baseline is primarily composed of our office locations and data centers and was calculated in accordance with GHG Protocol Corporate Standard set by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).

Our San Jose, Livermore, and San Diego, California offices are enrolled in clean energy electricity, which is a community choice energy program that provides customers with cleaner energy sources with a greater percentage of renewable energy and carbon free electricity. In addition, our Livermore, United States and Pune, India offices have on-site solar roof panels, which lower our overall non-renewable energy consumption.

In 2020, we disclosed our first assessment of our climate change impact through CDP, a global non-profit that runs the world's leading environmental disclosure platform.

GHG INVENTORY*		
Performance Data	**2019 CO_2e (Metric Tons)**	**2020 CO_2e (Metric Tons)**
Scope 1	2,159	2,485
Scope 2 (Location and Market Based)	14,117 (Location Based) 14,475 (Market Based)	13,135 (Location Based) 13,560 (Market Based)
Total	16,276	15,620
Intensity (per square feet)	0.012416	0.011655
ENERGY CONSUMPTION and LEED Certification		
Renewable Energy [1]	152 MWh	119 MWh
Buildings with LEED / BREEM Certification [2]	7	8
(% of total active square footage)	22%+	23%+
Total Energy Consumed	42,545 MWh	43,684 MWh
Percentage of Grid Electricity	76.18%	73.62%

[1] On-site Pune Solar Generation. The Livermore facility is part of our LSTC acquisition which closed in Q4, 2019 and as such, the total solar generation was not included in the 2019 GHG Inventory* calculations.

[2] Our facilities located within LEED or BREEM Certified buildings include our two facilities in Canonsburg, USA, and facilities in Beijing, Chengdu, and Shanghai, China, and Hyderabad, India, Seoul, Korea and Sheffield, UK. Our Seoul, Korea office moved to a LEED certified building in 2020.

*Ansys updated its calculation methodology in 2020 for our leased sites where we do not have actual utility data. Thus, we have restated 2019 data using the updated methodology, for comparability.

GREEN BUILDING CERTIFICATIONS

We actively seek opportunities to lease locations that have sustainable building certifications such as U.S. Green Building Council Leadership in Energy and Environmental Design (LEED), Building Research Establishment Environmental Assessment Method (BREEAM), and Energy Star certifications.

A SUSTAINABLE WORKPLACE

Along with sustainable building certifications, we plan to incorporate health and well-being in our workplaces, by incorporating daylight and views, biomimicry, exploring opportunities to decrease energy, water and waste consumption, and outlining preferences to sustainable furniture certifications, such as Green Guard, BIFMA Levels, Health Product Declaration and Environmental Product Declaration.

OUR DATA CENTERS

Our energy saving measures for our larger data centers include motion sensitive lighting, the replacement of inefficient old equipment with more efficient technology and free-cooling or cool aisle containment, based on the opportunities available at each location.

DATA CENTER STRATEGY

We recognize that managing the natural resource use associated with our IT infrastructure is important to our stakeholders, especially given that data centers need to be powered continuously and need cooling. We are focused also on the increased security, availability, and scalability expectations for our IT infrastructure. We believe these objectives could be achieved by moving from traditional on-premises infrastructure to high-efficiency colocation or public cloud providers. In addition to the efficiency gains of sharing economy, our data center strategy includes selecting providers that can offer higher energy efficiency standards in the industry and show commitment to environmental sustainability by use of renewable energy or to carbon neutrality.

ELECTRONIC WASTE

We aim to select IT vendors that have buy-back programs to ensure that waste is disposed of in the most environmentally friendly manner possible. Across our locations, we aim to select electronic waste disposal providers that ensure that retired IT equipment is recycled in an environmentally responsible manner.

Additional Resources: Environmental Sustainability Statement: https://s24.q4cdn.com/308583981/files/doc_downloads/2021/03/Ansys_Environmental_Sustainalbity_final.pdf

/ PRODUCTS

INNOVATION AND PRODUCT STRATEGY

Pervasive Simulation for a Digital World

Innovation is one of our core Ansys values. Our growth and financial strength reflect our leading technology position and commitment to innovation. This commitment ensures that we continue our progress toward our goal of enabling Pervasive Engineering Simulation™, the trend of simulation being adopted across the entire product lifecycle, empowering engineers to imagine and evaluate more design options, while helping our customers combine simulations to optimize their products throughout the product lifecycle.
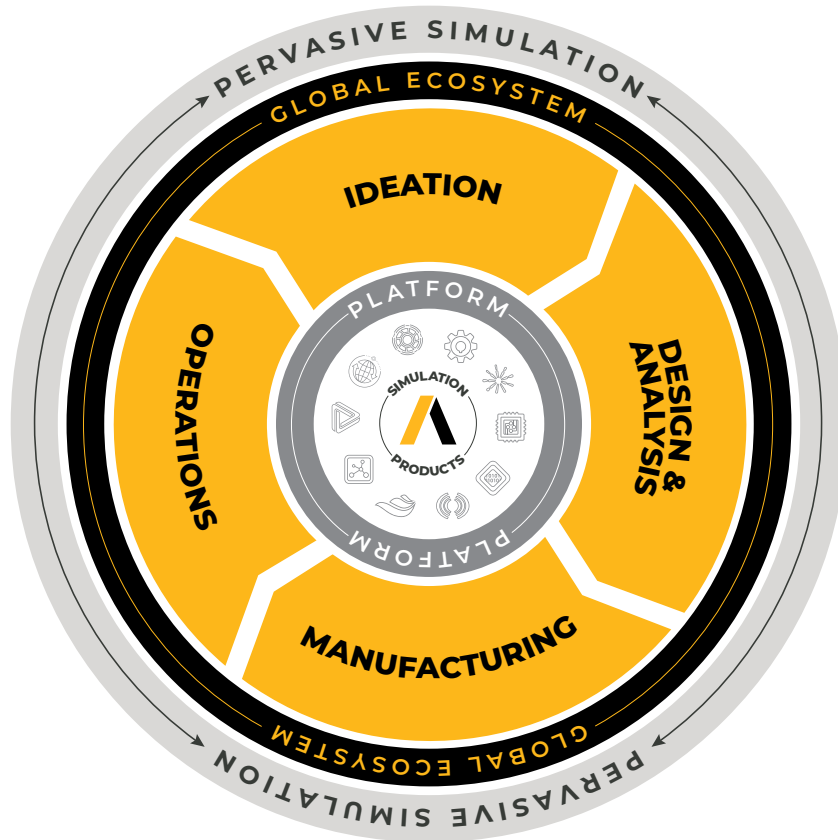
Our R&D Commitment

We make substantial investments in research and development and emphasize frequent, integrated product releases. In the last three years, we invested at least 18% of our revenues annually into research and development, expanding the ease of use and capabilities of our broad portfolio of engineering simulation software products. In 2020, we introduced an entire array of innovations from individual applications to enterprise platforms and solutions.

$355M
TOTAL R&D EXPENSES (FY2020)
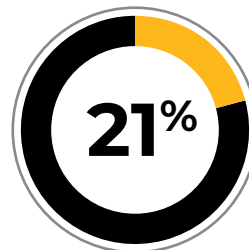
21%
R&D EXPENSES OF
TOTAL REVENUES (FY2020)

Rewarding Innovation at Ansys

Further, we introduced our internal technical conference, TechCon, where hundreds of novel and unique product and technology ideas are presented and shared with the engineers at Ansys, spurring new ideas and lateral thinking across discipline areas. Innovations are also formally recognized and rewarded through the CEO Innovation Award process, which culminates in awards in several categories being made annually at TechCon.

For the second consecutive year, we were named to the 2020 list of Best Workplaces for Innovators developed by Fast Company in collaboration with Accenture.

Product and Feature Transformations

Our efforts on innovation reflect the transformative products and features we have introduced recently.

Ansys Discovery introduces simulation to the design phase user. It is the first product design software to combine instant physics, proven high-fidelity simulation and interactive geometry modeling into a single, radically easy-to-use interface.

On the other hand, at the platform level, we introduced Ansys Minerva. Minerva enables companies to organize product lifecycle data with a unique focus on simulation data management. For instance, companies can use it to collaborate, share, store and reuse data and visualize 3D models and simulations.

We continue to add innovative features and core technology capabilities in the recent releases of Ansys software, including topology optimization, machine learning, additive manufacturing capabilities and high performance computing (HPC) methods.

For example, advanced sensor capabilities will benefit customers working to deliver autonomous vehicles (AV) and advanced driver-assistance systems (ADAS). In the era of connected vehicles, Ansys medini analyze gives our users in the automotive industry the ability to systematically analyze and assess security threats to their system designs. In addition, our digital twin tool, Twin Builder, now has a battery wizard to further help our customers across industries with their predictive maintenance efforts through the virtual construction of battery cells, modules, models and parameters.

Open Innovation

We have established and implemented open innovation approaches, including strategic alliances, technology licensing, collaborative research and development projects and academic relationships. We believe that these elements of open innovation facilitate accelerated incorporation of advanced technology and expertise into our products, provide access to new customers, expand our sales channels, develop specialized product applications and provide direct integration with leading enterprise software systems. Many research and technical collaborations with universities and science laboratories are further fueling innovation – two examples being the Department of Energy's Exascale Computing Project with Ansys as an industry council member and Ansys' partnership with the renowned University of Notre Dame's Turbomachinery Lab.

Additional Resources:

https://www.ansys.com/company-information
https://www.ansys.com/en-in/products/release-highlights

PRODUCT HANDPRINT

Engineering simulation is the application of physics-based software solutions across the product lifecycle from ideation to design, manufacturing and operation, enabling engineers to virtually test operational performance and predict how product designs will behave in real-world environments.

While measuring and reducing our own environmental impact is essential, the benefits from this process are finite. By contrast, our product handprint — the use of simulation by customers to reduce their own carbon footprint and the footprint of their products — is nearly infinite.

Simulation solutions save raw materials and ultimately reduce our customers' carbon footprint by replacing physical testing with digital testing and accelerating time to market. But perhaps more significantly, when used as part of the design and development phase, simulation can help Ansys customers build effective and efficient products that are integral to meeting the environmental sustainability needs of the future.

Applying engineering simulation solutions reduces cost, shortens time to market and reduces risk of failure by improving product quality.

### Positive Environmental Impact Potential of Ansys Simulation

As the global leader in simulation software, Ansys is well positioned to provide technology solutions that support and enable the sustainability goals of our customers across diverse industries. Our solutions have a positive impact on the environment by helping our customers to reduce their use of physical resources while increasing efficiency and productivity.

Discovering and implementing efficient means of innovative product design and operation — with minimal use of physical resources — is at the very heart of our vision of pervasive simulation.

Benefit Across Many Industries

Our engineering simulation software and services are widely used across a broad spectrum of industries and academia, including aerospace and defense, automotive, electronics, semiconductors, energy, materials and chemical processing, turbomachinery, consumer products, healthcare and sports. Many of these industries are using simulation software to develop innovative products and services which are anticipated to have a positive environmental impact.

For example, with electric vehicles, Ansys can help improve power density and energy efficiency for automotive customers. Simulation-influenced benefits can be seen in the use of virtual testing in the production of autonomous vehicles, through weight and fuel burn reduction in the aerospace industry, and in enabling efficiency improvements and design optimization in the use of gas turbines. These are just some of the many use cases that Ansys technology plays a role in improving the environmental impact of our diverse customer base.
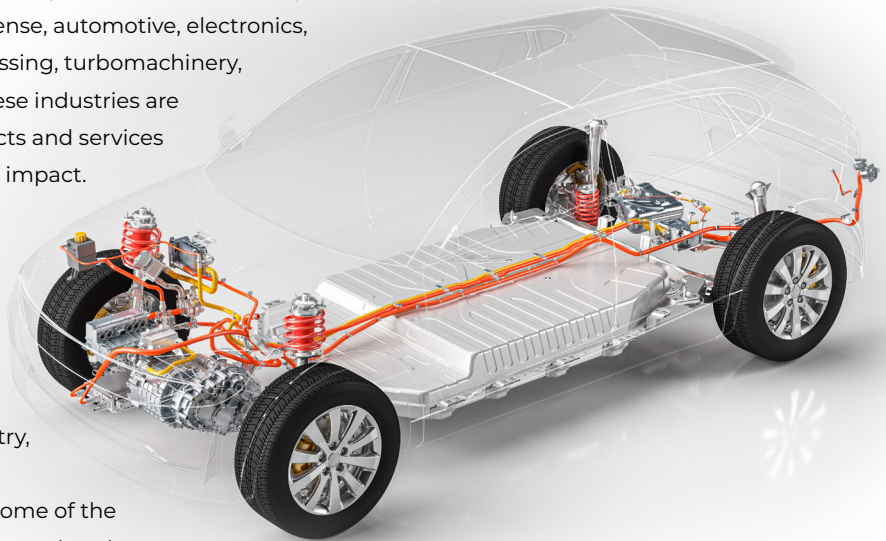
Additional Resources: We are in process of presenting Ansys' simulation's role in creating handprint benefits across several industries. You can read about these use cases here: https://investors.ansys.com/sustainability/Ansys-Handprint-Use-Case-EV/default.aspx

ANSYS CLOUD

One of our latest innovative products is Ansys Cloud. We see simulation in the cloud as a new imperative. Ansys Cloud provides access to on-demand, cloud-based computing resources, including both interactive workstations and high-performance computing ("HPC") clusters, for faster, high-fidelity results offering greater performance insight.

COVID-19 underscored the value cloud provides by connecting engineers to the necessary compute-hardware anytime and from anyplace. Ansys Cloud delivers critical computing infrastructure to ensure engineering and business continuity, even as many engineering teams are working from home.

Why Ansys Cloud

Simulation is expected to be a key enabler of broader digital transformation efforts as manufacturers take advantage of market disruptors such as electrification, autonomous technology and 5G cellular networks.

Engineering simulation has long been constrained by fixed computing resources available on a desktop or cluster. Market forces increasingly make simulation and analysis more mandatory than optional. Ansys Cloud increases simulation throughput by removing the hardware barrier. Ansys Cloud is a scalable and cost-effective approach to HPC in the cloud. The ability to tap into virtually unlimited compute power on demand to run increasingly higher-fidelity, more complex simulations can save valuable product development time.

Our customers can easily access HPC in the cloud directly when they need it — without the need for any additional setup while paying for what they use.

Partnership in Cloud Innovation

To leverage the combined benefits of cloud computing and best-in-class engineering simulation, Ansys partnered with Microsoft® Azure™ to create a secure cloud solution. As our strategic partner, Microsoft Azure has been 100% carbon neutral since 2012. As a customer of Ansys Cloud, our customers could feel assured that the resources being used are carbon neutral and contributing significantly to sustainability.

Ansys has developed partnerships with HPC centers such as HLRS in Stuttgart, Germany and King Abdullah University of Science & Technology (KAUST) in Saudi Arabia. These partnerships allow Ansys to scale its software to test the limits of engineering simulation on some of the largest supercomputers in the world.

Through alliances and partnerships, Ansys is also aiming to democratize the use of HPC for engineers in smaller firms by providing them with either cloud-based or appliance-based HPC solutions. For users without infrastructure or investment to support an in-house cluster, these options can provide HPC class computation at a lower barrier to entry than traditional HPC.

Additional Resources:

https://www.ansys.com/about-ansys/news-center/07-15-20-ansys-2020-r2-accelerates-innovation-for-engineering-teams
Ansys Cloud Overview: https://www.ansys.com/products/platform/ansys-cloud

/ PRACTICES

CUSTOMER EXCELLENCE

We help the world's most innovative companies deliver radically better products to their customers. Our diverse customer base is comprised of global leaders, small and mid-market companies, startups, academic institutions and government institutions. Our go-to-market strategy continues to yield strength through diversity of customers, channel partners, industry mix, geographies and types of licenses.

Ansys Customer Excellence

With a significant number of engineers across the globe, our Ansys Customer Excellence (ACE) team brings deep physics and industry expertise and creates value by helping customers to achieve increased productivity and success leveraging Ansys technologies. ACE provides expert pre-sales, support, training, and professional services with mastery in individual physics domains and multidiscipline solutions with optimized workflows.

Our ACE engineers also work very closely with Ansys product development teams to align software releases and development roadmaps with customer needs. Our customers frequently highlight that ACE differentiates us by providing great support and helping customers to solve their most challenging problems in efficient ways.

Customer Satisfaction

To assess the current health of the relationship with our customers, we use the Net Promoter Score (NPS) as our metric. The NPS is a quality system management tool that can be used to gauge the loyalty of a firm's customer relationships. It serves as an alternative to traditional customer satisfaction research. The NPS is obtained by asking customers a single question "How likely are you to recommend Ansys products and services to a colleague?" This customer satisfaction survey has been conducted since 2011. We invite approximately 25% of our customers each quarter striving for full customer coverage annually. In 2020 the survey was streamlined leading to more than doubling of the response rates over previous years.

Additional Resources:

• LG Electronic drives company-wide remote learning with Ansys (https://www.ansys.com/news-center/press-releases/11-18-20-lg-electronics-drives-company-wide-remote-learning-speeds-product-development-ansys-learning-hub)

• Honeywell driving digital transformation with Ansys (https://www.ansys.com/news-center/press-releases/10-28-20-honeywell-driving-digital-transformation-through-strategic-initiative-with-ansys)

• Ansys receives two TSMC partner of the year awards (https://www.ansys.com/news-center/press-releases/10-23-20-ansys-receives-two-tsmc-open-innovation-platform-partner-of-the-year-awards)

• Cummins uses Ansys' technologies in R&D of advanced diesel engines (https://www.ansys.com/news-center/press-releases/10-06-20-cummins-uses-ansys-digital-transformation-technologies-research-development-advanced-diesel-engines)

• EDF pioneers low-carbon power generation technologies using Ansys solutions (https://www.ansys.com/news-center/press-releases/03-10-20-edf-pioneers-low-carbon-power-generation-technologies-ansys-multiphysics-solutions)

DATA SECURITY AND DATA PRIVACY

The Ansys privacy and information security teams work closely to identify and address potential risks to the security of the data we hold and process. Ansys is committed to protecting data of our customers, partners and employees through appropriate security and privacy practices.

DATA SECURITY

Information Security Governance

The Ansys cybersecurity department is led by the Senior Director of Cybersecurity. The cybersecurity department incorporates operations, intelligence, risk management, threat detection, cyber response and program management. The cybersecurity steering committee ensures cybersecurity is prioritized throughout the organization by including members from within the cybersecurity program as well as from functions and resources across the organization.

By providing a strategic approach to mitigating cybersecurity risk, the committee helps the organization to: 1) align the global security program with the corporate objectives and Ansys values; 2) further establish a cyber risk-aware culture, sound security practices and compliance to internal, regulatory and customer demands; and 3) maintain communication related to cybersecurity with senior leaders. Metrics we track include cybersecurity initiative completion, incident response, threat detection, vulnerability management and security awareness training completion.

At the Ansys Board level, the Audit Committee oversees our information technology controls and our process for assessing and managing risk through our enterprise risk management. All members of the Audit Committee are independent.

We also have a dedicated internal audit team, which reports to our General Counsel, and we have a dedicated governance, risk and compliance team within cybersecurity department.

We maintain cybersecurity insurance coverage, which we renew annually. Upon renewal, we complete a robust data security information governance questionnaire that covers privacy and governance, information security organization, information security, third party technology services, such as cloud or web hosting, and current network and technology providers. The elements of our cybersecurity insurance policy include first and third party and the coverage grant includes notification expense, forensic expense, cyber threat/extortion, first party business income, contingent business income, digital asset replacement and regulatory costs including first party fines and penalties including GDPR. In addition to this cover, Ansys also purchases excess cyber coverage.

Ansys has business continuity and contingency plans and incident response procedures in place. These crisis management plans are tested annually for specific scenarios deemed high-risk.

Assessments and Certifications

Our cybersecurity management follows industry guidelines, including ISO and NIST frameworks, for internal assessments. We also work with many third-party assessments and audits throughout the year. For example, Ansys Cloud recently received SOC2 certification, and we are working to achieve FedRAMP and ISO27001 certification. To ensure SOX compliance, our security controls related to financial systems are audited by an independent third party on an annual basis. For our customers in the European automotive industry, we maintain a fully TISAX-certified environment.

As we look forward, we plan to pursue ISO27001 certification company wide, as well as the Department of Defense Cybersecurity Maturity Model Certification (CMMC).

We also are routinely assessed and audited by our customers across many industries as part of their supply chain risk management programs.

In 2020, with an intent to constantly assess our cybersecurity efforts, we conducted through a third-party consultant an assessment of our cybersecurity capabilities against NIST framework and industry benchmarks. The results of this assessment were presented to our board in 2021.

Ansys did not experience material data breaches in 2020. Additionally, there have been no material net expenses incurred from information security breaches over the last three years relative to total revenue.

Cyber Trainings and Risk Awareness Culture
Ansys provides an escalation process to all employees through various channels regarding data protection. This information is provided during the onboarding training process, annual retraining process and within our regular internal security awareness communications. New employees are trained in cybersecurity best practices as they join Ansys, followed by awareness communication and other continuous training sessions throughout the year.

Employees are required to take a five-module cybersecurity awareness training annually to maintain a cyber-aware culture through education, testing, and performance measurement with the goal of continuous learning and improvement.

Additionally, there have been no material net expenses incurred from information security breaches over the last three years relative to total revenue. Phishing simulation exercises are conducted company-wide throughout the year, and metrics related to the reporting of real-world phishing attempts are used to inform these exercises.

We report metrics related to these activities to the board on a quarterly basis. Cybersecurity alert emails as well as posts to our Ansys intranet are on a regular basis to maintain awareness. Finally, Cybersecurity routinely briefs teams throughout the company and our executive leadership to provide guidance regarding security matters.

We have many initiatives to educate teams across the enterprise, including quarterly incentive programs to recognize employees for their contributions to our security program.

Key Elements of Ansys' Information Security Program
· Governance and board oversight
· Conformity with industry guidelines and standards, like the NIST framework
· External verification and assessment
· Business continuity and contingency plans with annual testing
· Cybersecurity insurance
· Cybersecurity training (onboarding, annual and awareness communications)

DATA PRIVACY

Governance and Objective

Led by our global data privacy officer, the data privacy team works to drive continuous improvement across our business operations, partnering with stakeholders to identify and mitigate data protection risks. In close alignment with the cybersecurity team, IT and Ansys leadership, the data privacy team seeks to ensure that our global data privacy program addresses the needs of Ansys and our customers, partners and employees.

Approach

The data privacy team works to provide guidance for cross-functional and strategic initiatives to incorporate data privacy and risk mitigation concepts in accordance with the Ansys Privacy Notice. The data privacy team is also tasked with putting in place data processing agreements, conducting privacy reviews and responding to data subject access requests. We seek to ensure that our data privacy program keeps pace with the priorities and goals of the business as we continue to develop and roll out new technologies and mechanisms for licensing to offer customers more services in the cloud, and to add new companies and partners to our environment.

Training and Awareness

Data privacy is a priority of our employees, and we strive to keep it so by providing tailored training and awareness opportunities to our teams. Through our Code of Business Conduct and Ethics (Code), and other internal policies and notices, the employees are made aware of their responsibility to take reasonable precautions to ensure personal data to which they have access in the course of employment is not misused and is handled in accordance with Ansys' policies and standards.

In 2020, a data privacy training module was included as part of our Code training for the year and was completed by over 96% of our employees. In 2021, Ansys opened the year by celebrating international Data Privacy Day which included an online, focused data privacy training.

We also prioritize privacy compliance by our vendors and partners by seeking to implement appropriate policies and procedures, as well as contractual obligations for data processors we engage.

Ansys Privacy Notice

Our Ansys Privacy Notice, as updated from time to time, outlines our approach of general use and secondary uses of data in specified circumstances covered by legitimate interest-based processing, including sharing of data with vendors and partners. The Privacy Notice also sets forth our approach of consent-based processing where consideration is provided to honoring opt-outs and limiting the use and sharing to the extent specified by the consent. Ansys Privacy Notice provides guidelines for handling any data subject requests that we may receive.

For more detailed information on how Ansys endeavors to protect data across the organization, please consult the Ansys Privacy Notice at https://www.ansys.com/footer/privacy-notice

Privacy Incidents and Complaints

During the year 2020, we did not experience any material legal proceeding or regulatory complaints as a result of breaches of personal data.

GOVERNANCE

Sound corporate governance and independent oversight of a company's strategic execution are essential ingredients of a well-run company. Board independence helps Ansys effectively address risk while also protecting our long-term health.

Our Actions Toward Board Independence Include:

INDEPENDENT CHAIRMAN	*SEPARATE CEO AND CHAIRMAN ROLES*	*88% INDEPENDENT DIRECTORS ON THE BOARD (DECEMBER 31, 2020)*
MAJORITY VOTING IN DIRECTOR ELECTIONS WITH RESIGNATION POLICY	*100% INDEPENDENT COMMITTEE MEMBERS*	*ROBUST BOARD EVALUATION PROCESS*
ANNUAL SAY-ON-PAY VOTE	*INDEPENDENT DIRECTOR MEETINGS WITHOUT MANAGEMENT PRESENT*	*25% WOMEN BOARD MEMBERS (DECEMBER 31, 2020)*

Additional Resources: https://investors.ansys.com/

ETHICS, COMPLIANCE, AND INTEGRITY

Integrity and ethical conduct are fundamental to our long-term success. Ansys' global ethics and compliance program is designed to communicate the ethical and legal standards that govern our business conduct. We expect our employees, agents, business partners and other third-party representatives to embrace the standards embodied in our culture and values, and to act with the highest level of integrity and in accordance with all applicable laws and industry and trade regulations when doing business with and on behalf of Ansys.

Coverage

Ansys' Code is the cornerstone of our global ethics and compliance program. The Code applies to all employees, officers and directors of Ansys and its worldwide subsidiaries, and it sets forth the basic principles we must follow to uphold our company's ethical business culture.

We believe the Code is a living-document and from time to time we periodically review and update the contents of the Code to ensure we continually inform that maintaining ethical conduct depends on every employee to exercise good judgment and high ethical standards in the business jurisdictions of which we operate. Accordingly, we revised the Code in 2020 to include new provisions and updates pertaining to insider trading, anti-corruption, safeguarding company assets, political contributions and direct advocacy and our commitment to corporate responsibility.

Scope

Our Code is publicly available on our corporate website as well as on our intranet. The Code defines standards of conduct and provides guidance and resources to help employees make ethical business decisions in the following key areas:

• Anti-Corruption
• Anti-Competitive Practices
• Harassment and Discrimination
• Trade Compliance
• Conflicts of Interest
• Gifts and Entertainment
• Protecting Confidential Information and Personal Data
• Human Rights
• Intellectual Property
• Information Security and Privacy
• Insider Trading
• Corporate Responsibility Culture

Reporting

Ansys encourages employees and others to seek guidance regarding ethics and compliance issues, to report actual or suspected misconduct, and to obtain information about Ansys' policies and procedures. In this regard, Ansys maintains a compliance hotline – the Ansys Ethics Line – which features:

• Multiple reporting modes: phone, website or email
• Anonymous report submission
• Global availability 24 hours a day, seven days a week
• Multi-language capabilities

Ansys allows employees to make anonymous reports, where permitted under applicable law, and Ansys does not tolerate retaliation for voicing concerns or for participating in investigations.
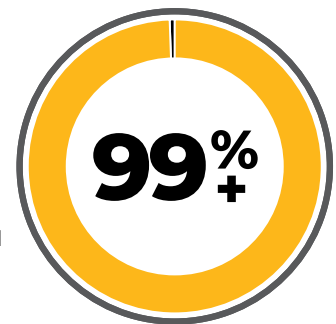
Employee Training

All employees are trained on the Code and workplace harassment when they are hired and complete an annual certification on the Code and related policies. Additionally, all employees are retrained on the Code and workplace harassment periodically. We conducted one such training in 2020. Over 99% of our employees completed this Code training. Other trainings, both in-person and online, are disseminated as needed.

Administration

Ansys' board oversees the implementation and effectiveness of our global ethics and compliance program. Our general counsel is tasked with overseeing the administration of the program. We provide the board updates on a quarterly basis.

99%+

EMPLOYEES COMPLETING TRAINING ON A REFRESHED CODE OF CONDUCT
(FY 2020)

As our business expands globally, we continue to build and mature our global ethics and compliance program to address those issues that are relevant to our business. Additional information on Ansys' global ethics and compliance program, including the Code and Ansys Ethics Line, is available at https://www.ansys.com/legal/business-ethics.

BUSINESS CONTINUITY AND RESILIENCE

An unplanned business interruption can result from the loss of a critical service (e.g., computer processing, telecommunications), a loss of building access, physical facility catastrophe (e.g., fire, flood, etc.) or another incident or crisis that impacts the business. The Ansys business continuity and incident response process is designed to provide an immediate response to any unplanned business interruption and to facilitate the subsequent recovery.

A centralized group oversees response and recovery activities and supports the recovery of impacted teams. Ansys has corporate policies and procedures for disaster recovery and information security. Policies support each area and services exist to assess, mitigate and remediate any negative impacts of such an interruption. In addition, Ansys has emergency response plans that focus on safeguarding staff and recovering facilities following a site-level disruption.

Business Continuity

Business continuity focuses on the recovery or continuity of critical business processes within Ansys business units. Disaster recovery plans outline measures for the restoration of critical systems and data in the event of a crisis or disaster, including the loss of a data center. In addition, Ansys has a crisis management process that focuses on decision making and communication during a crisis. The recovery process establishes the strategies, resources and procedures required to recover from any short- or long-term business interruption. As part of this recovery plan, customer support requirements have been incorporated and are also overseen by the incident management team.

Incident Response Plan

The goal of the Ansys security incident response plan is to detect, quantify and respond to security incidents in a responsible manner that minimizes the impact to Ansys and keeps all stakeholders informed at the appropriate stages. Roles and responsibilities, categorization of incident types, general methodologies, relationships to other policies/procedures and notification requirements and stages are defined in the incident response plan.

Testing the Crisis Management Plan

The Ansys crisis management plan is tested annually which includes red team and executive tabletop exercises on selected high-risk scenarios. Follow up on lessons learned is part of the testing process. During 2020, the focus was on cybersecurity incidents.

OTHER POLICIES AND RESOURCES

Human Rights Policy: Our global human rights policy sets forth our commitment to respecting human rights and freedom as part of our corporate values. We support globally recognized human rights in addressing the risk of adverse effects on the human rights linked to the company's business operations.

Please see our policy here: https://s24.q4cdn.com/308583981/files/doc_downloads/2021/03/Ansys_Human_Rights_final.pdf

Public Policy Advocacy: This global policy regulates lobbying as well as political contributions on behalf of the company. The company did not engage in any direct political contributions, including to ballot measures, 527 groups, 501(c)(4)s, or independent expenditures in 2020. This does not include Analytical Graphics, Inc (AGI), which we acquired in December 2020.

Periodic disclosure reports filed by the company with U.S. federal, state and local jurisdictions, and other governments globally, can be found at the following sites:

· Secretary of the United States Senate: For lobbying activities – https://lda.senate.gov/filings/public/filing/search/ and for political contributions - https://lda.senate.gov/filings/public/contribution/search/

· Clerk of the United States House of Representatives. For lobbying activities and political contributions: https://disclosurespreview.house.gov

See our policy here: https://s24.q4cdn.com/308583981/files/doc_downloads/2020/08/Public-Policy-Advocacy-Policy.pdf

[1] Does not include Analytical Graphics, Inc (AGI). Our acquisition of AGI closed in December 2020.

/ SASB INDEX

This index maps our current disclosures to the Sustainable Accounting Standards Board (SASB) Software & IT Services industry framework.

For some topics, we do not presently report on all recommended accounting metrics based on relevancy to our business. We intend to evaluate additional metrics for a potential reporting roadmap.

Unless specified, page numbers are of this FY2020 Corporate Responsibility Brochure. Our 2020 Annual Report on Form 10-K can be viewed at http://investors.ansys.com/financials/sec-filings

Environmental Footprint of Hardware Infrastructure

Code	Metric	Disclosure Referencer
TC-SI-130a.1	(1) Total energy consumed	Planet > Greenhouse Gas Emissions and Carbon Footprint, page 18
	(2) Percentage grid electricity	
	(3) Percentage renewable	
TC-SI-130a.2	(1) Total water withdrawn	Not Reported
	(2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Reported in Planet > Our Data Centers, Data Center Strategy, page 19

Data Privacy & Freedom of Expression

Code	Metric	Disclosure Referencer
TC-SI-220a.1	Description of policies and practices relating to user privacy	Reported in Practices > Data Privacy, page 27
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Not reported. Broader approach regarding secondary use reported in Practices > Data Privacy > Ansys Privacy Notice, page 27
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Practices > Data Privacy > Privacy Incidents and Complaints, page 27
TC-SI-220a.4	(1) Number of law enforcement requests for user information	Not reported
	(2) Number of users whose information was requested	
	(3) Percentage resulting in disclosure	
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not particularly applicable to Ansys' sub-industry

Data Security

Code	Metric	Disclosure Referencer
TC-SI-230a.1	(1) Number of data breaches	Information about cybersecurity incidents reported in Practices > Data Security, page 26
	(2) Percentage involving personally identifiable information (PII)	
	(3) Number of users affected	Also see, page 22 of our 2020 Form 10 K under "Cybersecurity Risks"
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Reported in Practices > Data Security > Information Security Governance, Assessments and Certifications, , page 25 and 26

Recruiting & Managing a Global, Diverse & Skilled Workforce

Code	Metric	Disclosure Referencer
TC-SI-330a.1	Percentage of employees that are (1) Foreign nationals	Not reported
	(2) Located offshore	
TC-SI-330a.2	Employee engagement as a percentage	Reported in People > Employee Development and Engagement, page 12
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management	Reported in People > Diversity and Inclusion > Diversity in Numbers, page 14
	(2) Technical staff	
	(3) All other employees	

Intellectual Property Protection & Competitive Behavior

Code	Metric	Disclosure Referencer
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Disclosure of legal proceedings for material issues can be found in our 2020 Form 10-K

Managing Systemic Risks from Technology Disruptions

Code	Metric	Disclosure Referencer
TC-SI-550a.1	Number of (1) Performance issues	Not Reported
	(2) Service disruptions;	
	(3)Total customer downtime	
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Reported notably on pages 15, 17 and 22 of our 2020 Form 10-K under "Global Operational Risks"

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