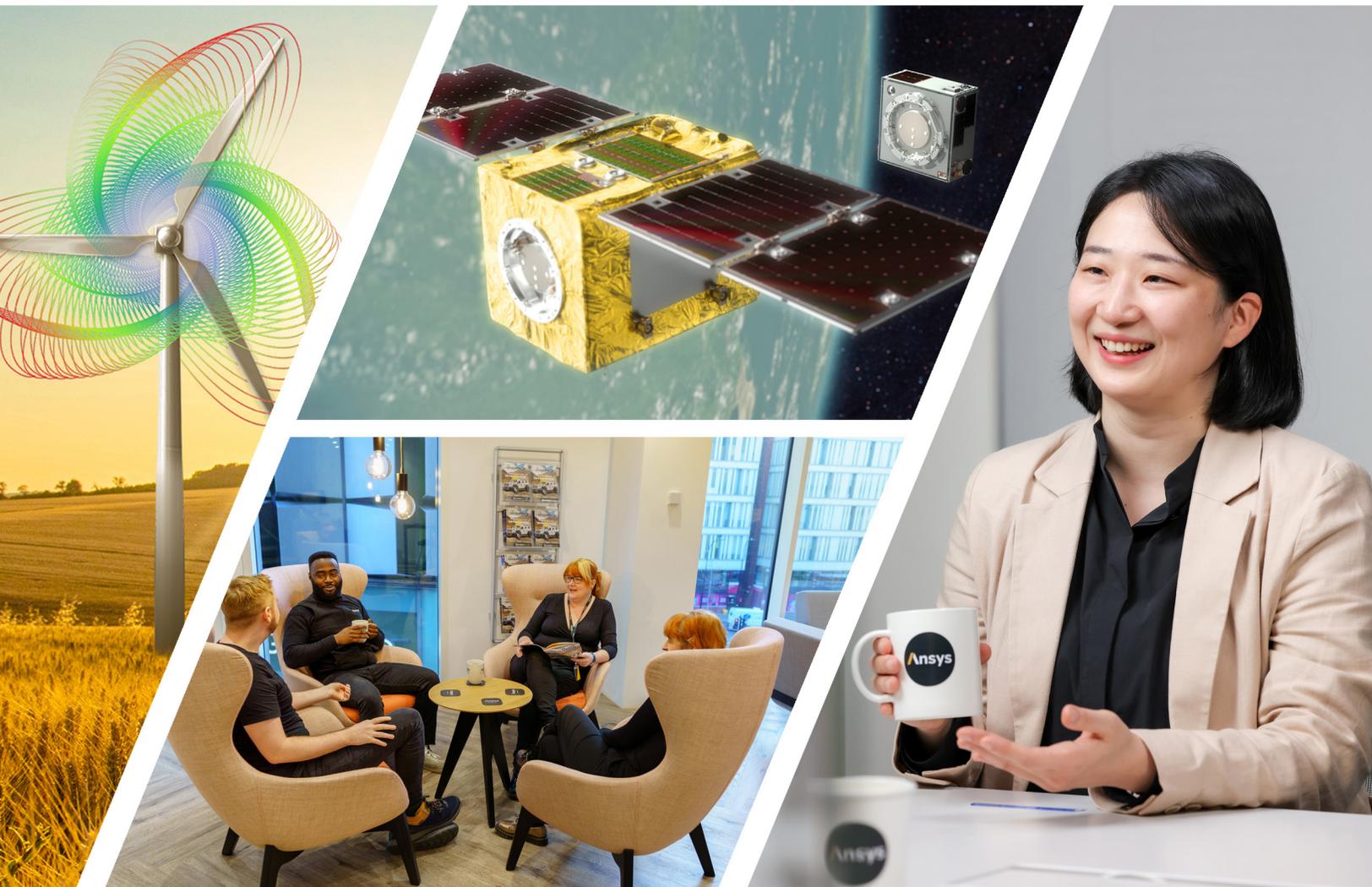




Ansys

HUMAN CAPITAL MANAGEMENT 2021



INVESTING IN OUR PEOPLE AND CULTURE /

Our people are the core of driving product innovation for our customers. We aim to create a culture of belonging and inclusion where everyone can be themselves and thrive as a ONE Ansys team. At the heart of our culture is a strategic focus on our people.

Our approximately 5,100 full-time employees (as of December 31, 2021) around the world are a unified force making the impossible, possible. As we implement our simulation strategy, a strong team and culture are essential.



ONE/Ansys



CUSTOMER FOCUS



INNOVATION



MASTERY



SENSE OF URGENCY



RESULTS & ACCOUNTABILITY



TRANSPARENCY & INTEGRITY



DIVERSITY & INCLUSIVENESS



COLLABORATION & TEAMWORK

Our Workforce on December 31, 2021

~5,100

FULL-TIME EMPLOYEES

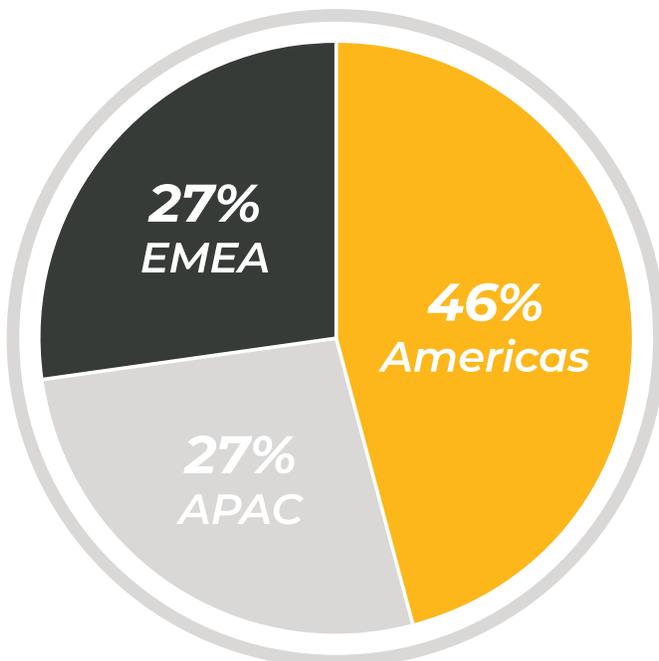
~7% increase compared to 2020

88

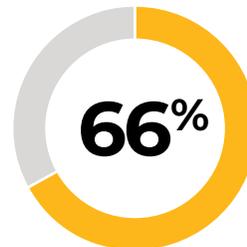
GLOBAL LOCATIONS

Employees by Function (as of December 31, 2021)

Product Development	1,900
Sales, Support & Marketing	2,500
General and Administrative Functions	700



**Employees by Region
as of December 31, 2021**



EMEA employees covered by works council or collective bargaining agreements



(2021 Engagement Survey)

Additional Resources:

[Our Culture and Values](#)

INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE /



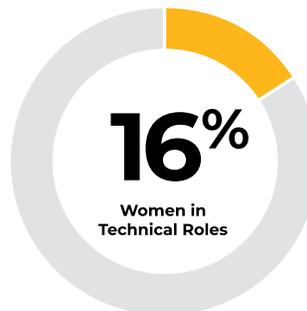
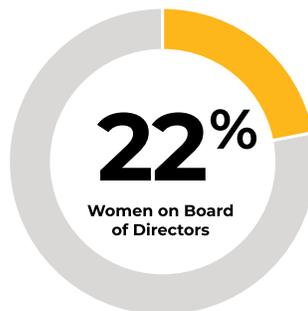
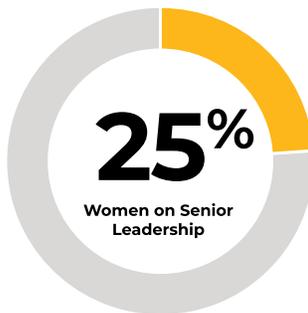
- 56%** - White
- 28%** - Asian
- 11%** - Not Indicated
- 2%** - Hispanic or Latino
- 2%** - Black or African American
- 1%** - Other*

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



- 56%** - White
- 33%** - Asian
- 11%** - Black or African American

Note: Our 2021 EEO-1 Report can be found on the ESG page of our Investor Relations website.



As of December 31, 2021

INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE /

Attracting and Retaining Talent

At Ansys, we place a strong emphasis on candidate care and outreach. In 2021, we expanded our outreach to diverse talent pools, including more inclusive, broader advertising, as well as direct outreach and sourcing capabilities. In addition to outreach to minority groups and institutions, we attended career and networking events aimed toward recruiting diverse candidates. In 2021, we expanded these efforts, attending numerous events that provided exposure to more than 16,000+ diverse job seekers.

Employee Development

We support development of our employees by providing opportunities for professional development, tuition assistance, conducting annual performance reviews, and encouraging continuous feedback on performance.

We also drive a wide variety of focused initiatives specifically designed to support employee development. These include offering LinkedIn Learning to all employees, workshops on emotional intelligence and personality style, executive coaching, mentoring, a manager training program, new leader onboarding, and function-specific training.

Employee development metrics as of December 31, 2021:

\$917 AVERAGE SPEND
ON DEVELOPMENT
PER EMPLOYEE

38% OF EMPLOYEES
PARTICIPATED IN
ELEARNING

compared to 16% of employees in 2020

~8,800 LINKEDIN LEARNING
COURSES AVAILABLE IN
7 LANGUAGES

46% increase in course offerings from 2020

LAUNCHED A MANAGEMENT
ESSENTIALS TRAINING PROGRAM
FOR NEW PEOPLE MANAGERS

281 managers participated in 2021

Engagement

Employee feedback is critical. The annual employee engagement surveys are an important tool for listening to and understanding employees. This was even more important in 2021, as the majority of Ansys employees were required to continue working remotely due to the global pandemic.

In 2021, 87% of employees participated in our survey. In 2021, our employee engagement score was strong at 80%, and this is strongly related to our efforts that create a culture of inclusion and belonging.

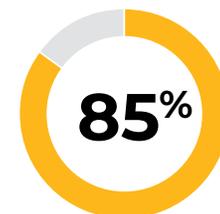
Highlights from our 2021 survey include:



Employees feel supported in their efforts to adapt to changes in how we work due to the COVID-19 pandemic.



Employees think supervisor/manager creates environment of trust



Employees believe Ansys provides meaningful opportunities for learning and development

As of December 31, 2021

INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE /

Diversity, Equity, Inclusion, and Belonging

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.

We continue to drive our four-pillared DEI&B strategic roadmap focused on:



Pipeline Development

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

In 2021, we launched behavioral based interview training and robust hiring manager selection tools.

The success profile and career framework launched in 2020 serve as a foundation to our approach in identifying the skills and competencies that make people successful at Ansys.



1 LEARN
the basics

2 NAVIGATE
the Framework

3 UNDERSTAND
what it means for me

Turnover rates as of December 31, 2021:

**8% TOTAL ANNUAL
EMPLOYEE TURNOVER RATE**

As of December 31, 2021

/ INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE

Culture

Continued to grow employee resource groups (ERGs) to foster a culture of inclusion and belonging. Approximately 787 employees (as of December 31, 2021) engaged in one or more ERGs at Ansys: Ansys (dis) Ability Network, Black Employee Network, Latino Connection, Pride Alliance, Veterans, and Women in Tech.



Education: Inclusive Leadership Training

In 2021, we educated 100% of our people managers on inclusive leadership concepts:

**OVERCOMING UNCONSCIOUS
BIAS IN PEOPLE, BUSINESS,
AND DESIGN DECISIONS**

**BUILDING
INCLUSIVE TEAMS**

**MAKING EFFECTIVE
HIRING AND SELECTION
DECISIONS**

Accountability

In 2021, we solidified our foundation for understanding our diverse workforce using metrics and analytics to drive accountability through the entire applicant and employee lifecycle.

We also evolved our partnerships with industry leaders to continue to learn from pacesetters in the technology industry. In 2021, our partners included:



As of December 31, 2021

DIVERSITY PARTNERSHIPS /

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



EMPLOYEE BENEFITS, WELL-BEING, AND SUPPORT /

Our employees are critical to our mission of enabling the design and delivery of innovative and transformational products. We know that when we support their diverse needs at key stages of life, they bring their best selves to 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' WELL-BEING**

**EMBRACE DIVERSITY
AND INCLUSION FOR OUR
GLOBAL TEAM**

**REMAIN MARKET-
COMPETITIVE WHEREVER
WE DO BUSINESS**

**CONTINUE TO BUILD OUR ONE
ANSYS EMPLOYMENT BRAND
AROUND THE WORLD**

As of December 31, 2021

BENEFITS AND RESOURCES /



Medical & Rx



Life & Disability Insurance



Dental



Vision



Match 401K/
Defined Benefits



Employee Stock Purchase Program (ESPP)



Education Reimbursement



Volunteer Time Off



Career Development



Commuter Benefits



Wellness Coach App



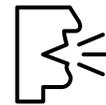
Health Savings & Spending Account



Paid Parental Time Off



Adoption & Fertility Assistance



Paid Sick & Safe Time Off



Employee Assistance



Employee Perks



Accident & Hospital Indemnity Insurance



Flexible Work Arrangements



Paid Time Off

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

Benefits and resources may vary by region and country

As of December 31, 2021

2021 / 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.
- Digitization is used for the training and education of employees globally. Over 8000 e-learning courses on leadership, business and technology skills are offered to all employees worldwide.
- We have successfully rolled out a career framework.



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

As of December 31, 2021



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