Ansys / CORPORATE RESPONSIBILITY REPORT 2021

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This document contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the "Risk Factors" section and throughout our most recent Annual Report and Form 10K that can be viewed at http://investors.ansys.com/financial-information/annual-reports. These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission.

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/ A MESSAGE FROM OUR PRESIDENT AND CEO

Ansys again delivered outstanding financial results in 2021 while advancing our commitment to our environmental, social and governance initiatives. Our more than 5,100 employees around the world work tirelessly each and every day to deliver on the promise of Ansys engineering simulation solutions to help our customers achieve their sustainability goals.

Guiding Ansys on this journey is our series of pillars that reflect the strategic direction of our ESG program. These pillars influence our products, our people and culture, our operations and our collaboration with customers, investors, and other stakeholders.

Advancing Sustainability Through Our Products

Ansys simulation products help our customers achieve their sustainability goals by accelerating their product development processes and assisting them with developing and validating their ideas in a virtual environment.

Investing in our People and ONE Ansys Culture

At Ansys, our people are our greatest asset. Our shared mission and values – like transparency and integrity, inclusiveness, and collaboration and teamwork – provide a strong foundation for our ONE Ansys culture. We also aim to create a diverse workforce and culture of belonging, creating a space for innovation and new ideas to flow.

Operating Responsibly

Ansys aims to operate responsibly by monitoring our emissions, employing clean energy options and green building standards, and incorporating renewable energy into our operations. We plan to continue to assess our climate change impact and submitted to the Carbon Disclosure Project (CDP) for the second year in a row.

Collaborating with Stakeholders

As the global leader in simulation software, we are well positioned to provide technology solutions that support and enable the goals of customers across diverse industries – and we are committed to working with our stakeholders to help them achieve their goals.

I am proud of the work and progress that our team has achieved this year. I am optimistic about our ability to continue to advance sustainability – within our own operations and those of our customers – using our market-leading simulation solutions, investing in diverse talent and our ONE Ansys culture, and collaborating with our stakeholders, all while creating long-term value. I look forward to sharing our accomplishments, goals, and progress with you.

Sincerely,

Ajei S. Gopal
President and Chief Executive Officer

/ ABOUT ANSYS

Ansys is the leader in engineering simulation software. We help visionaries solve the world's most complex and meaningful problems. We achieve this by empowering our customers to design and deliver transformational products. By offering a broad portfolio of engineering simulation software, we help innovative companies accelerate the creation of more efficient and longer lasting products at a lower cost.

Our deep simulation capabilities span the physics of structures, fluids, and electromagnetics as well as areas like semiconductors, photonics, embedded software, and materials. Our solutions can predict real-world product behavior – a result of our decades of experience in helping customers tackle their product challenges.

And the team members that are developing these solutions and advising our customers are among the most talented in the industry – with years of experience in helping innovative organizations spur innovation, drive down costs, and grow the top line.

#1 IN SIMULATION

GLOBAL
~5,100 FULL-TIME EMPLOYEES ACROSS 88 OFFICES
(AS OF DECEMBER 31, 2021)

PROVEN
$28 BILLION MARKET CAPITALIZATION
(AS OF MARCH 18, 2022)

FOCUSED
Simulation is what we do

OUR VALUES ONE /Ansys

| CUSTOMER FOCUS | RESULTS & ACCOUNTABILITY | MASTERY | DIVERSITY & INCLUSIVENESS |

| INNOVATION | TRANSPARENCY & INTEGRITY | SENSE OF URGENCY | COLLABORATION & TEAMWORK |

/ OUR INDUSTRIES

AEROSPACE

AUTOMOTIVE TRANSPORTATION & MOBILITY

CONSTRUCTION

CONSUMER PRODUCTS

DEFENSE

ENERGY

HEALTHCARE

HIGH TECH

INDUSTRIAL EQUIPMENT

MATERIALS & CHEMICALS PROCESSING

ACADEMICS

/ OUR PRODUCT COLLECTION

3D DESIGN

DIGITAL MISSIONS ENGINEERING

FLUIDS

CONNECT

ACOUSTICS

DIGITAL TWIN

MATERIALS

SAFETY ANALYSIS

ADDITIVE MANUFACTURING

ELECTRONICS

OPTICS & VR

SEMICONDUCTORS

AUTONOMOUS VEHICLES

EMBEDDED SOFTWARE

PHOTONICS

STRUCTURES
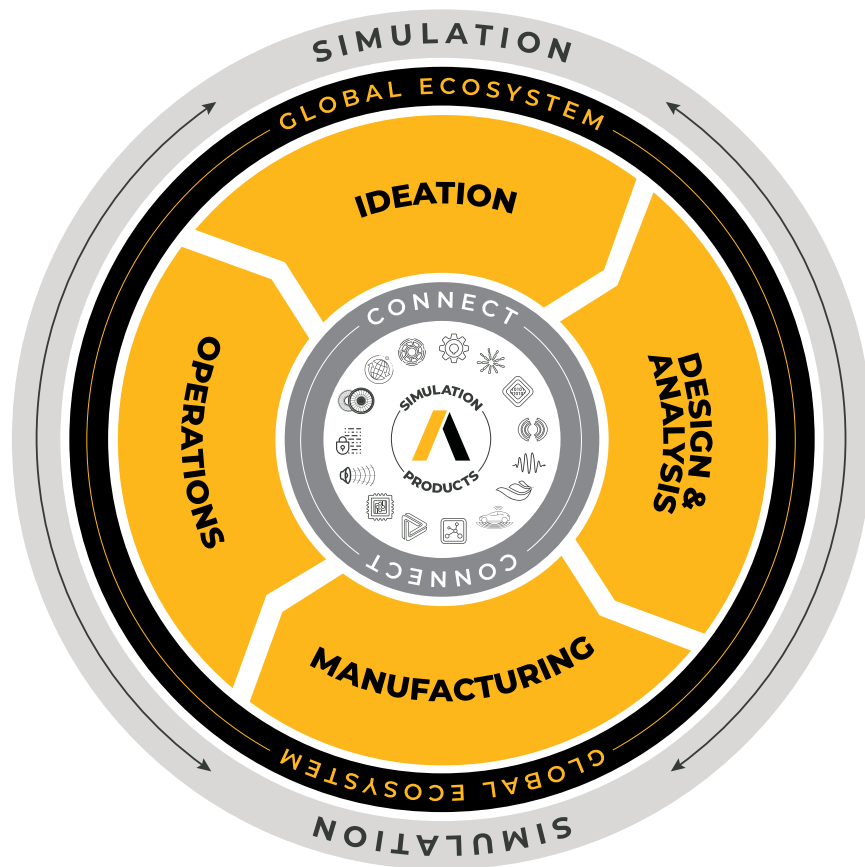
/ PLATFORM

Agnostic interoperability to leverage and enhance
existing engineering processes

/ IDEATION

Ease-of-use enables more engineers to use simulation

/ DESIGN

Integrated simulation representing real-world behavior

/ MANUFACTURING

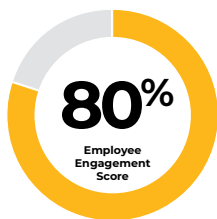Insights to reduce product manufacturing costs and risks

/ OPERATIONS

Monitor, predict and optimize in-field product
performance through digital twins
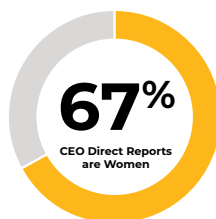
/ CORPORATE RESPONSIBILITY AT ANSYS
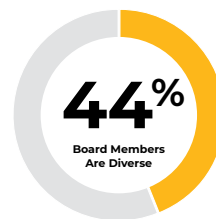
2021 Highlights

- Ansys named to Fast Company's Third Annual List of the 100 Best Workplaces for Innovators
- Ansys named a Finalist in Fast Company 2021 World Changing Ideas Awards in the Software Category; Honorable Mention in the Healthcare Category
- Prestigious Women of Color STEM Awards Recognized Five Ansys Employees
- Ansys' AGI Receives Presidential "E" Award for Exports
- Ansys named among Best Places to Work 2021 by the San Francisco Business Times and Silicon Valley Business Journal
- Ansys named a 2021 Silver Stevie Winner from the American Business Awards
- Ansys named a 2021 Edison Awards Bronze Winner
- Ansys named a Best Place to Work across the entire APAC region and the U.S.

80% Employee Engagement Score
(2021 Engagement Survey)

67% CEO Direct Reports are Women
(as of December 31, 2021)

44% Board Members Are Diverse
(as of December 31, 2021)
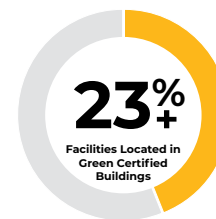
23%+ Facilities Located in Green Certified Buildings
(% of active square footage) (as of December 31, 2021)

21.2% R&D Expenses of Total Revenues
(FY2021)

99% Employees Trained on Refreshed Code of Conduct 2021

100% People Leaders Completed Inclusive Leadership Training in 2021
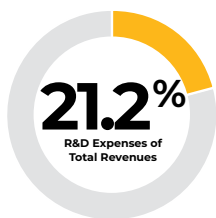
/ CORPORATE RESPONSIBILITY AT ANSYS

Strategy and Vision

At Ansys, we aim to advance environmental sustainability through our simulation products that accelerate the creation of new technology with less waste by minimizing physical prototyping. By integrating environmental, social, and governance (ESG) objectives into our decision making, we can deliver long-term value for our business and our communities through continued innovation, investing in our people, and collaborating with our stakeholders.

In 2021, we updated our corporate responsibility (CR) pillars to better reflect our strategic direction. Our strategy focuses on addressing impactful drivers of business performance in these four key areas:

ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS	/	INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE	/	OPERATING RESPONSIBLY	/	COLLABORATING WITH STAKEHOLDERS

Governance

Ansys believes in Corporate Responsibility and furthering our ESG efforts with Board oversight of these matters and senior management responsibility for the design and development of these programs. Our Nominating and Corporate Governance Committee of the Board has general oversight responsibility over our ESG program, matters, and initiatives. In addition, cybersecurity is overseen by our Audit Committee and is a standing topic that is addressed at least quarterly at its meetings and our Compensation Committee has oversight responsibility with respect to human resources and talent management, as specified in its charter. Our ESG program is led by a committee of select senior leaders (ESG committee) from our human resources, finance, industry marketing, communications, investor relations, legal, cybersecurity, strategy, procurement, and real estate and facilities departments. Our general counsel chairs this committee. The ESG committee also has two task teams to address specific topics related to environmental sustainability and human capital management. Task teams report to, and receive oversight from, the ESG committee.

CR Progress Through 2021

Advancing sustainability through our products - At Ansys, we look for new and better ways to engineer what's ahead. By focusing on the creation of new technology, and by making current technology better, we aim to support our customers in their design of products, including to address issues related to making their products more efficient, with less waste, and minimizing physical prototyping. In 2021, we continued to make progress on our 'product handprint' initiative to report on how Ansys simulation products help our customers reduce their impact on the planet. See the Ansys product handprint use cases here.

Investing in our people and ONE Ansys culture - Our people are at 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. We advance our diversity, equity, inclusion, and belonging strategy under our framework of employee resource groups, training, and talent acquisition. We continued to strengthen our recruitment of and outreach to diverse talent, expanded our employee resource groups, provided inclusive leadership training for our people managers, while continuing to develop, engage, and retain our talented workforce.

Operating responsibly – We strive to reduce the environmental and climate impact of our operations by measuring, analyzing, and reducing our resource use and emissions. In 2020, we disclosed our first assessment of our climate change impact through the Carbon Disclosure Project (CDP). To build on that progress, in 2021, we submitted our response to CDP's climate change questionnaire for the second year in a row, receiving a score of C. We also completed energy reduction initiatives, a Task Force on Climate-Related Financial Disclosures (TCFD) analysis, and a preliminary scope 3 emissions calculation. We have also taken actions to promote ethical business practices, data security and good governance.

Collaborating with stakeholders - We will continue to engage with our stockholders, customers, employees, communities, and other stakeholders through feedback, engagement surveys, and by supporting the communities in which we live and work. We believe collaborating with our stakeholders supports our business success. In early 2021, we conducted a formal, non-financial assessment to identify ESG areas that are a priority to the company. In addition to internal and external stakeholder feedback, we also considered indirect stakeholder data. In order to ensure the resilience of our strategy and integrate ESG into our core business processes, we plan to continue to monitor the evolution of the ESG areas regularly, sharing updates with senior leadership and the ESG committee. We also continued to engage in our philanthropic efforts, supporting and improving the communities in which our employees live and work.

Additional Resources: 2021 ESG Assessment

/ ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS

A More Sustainable Future, Faster

Climate and environmental concerns are a top priority for policy makers, companies, and individuals. These include enabling the transition to clean energy production, improving energy efficiency, reducing and eliminating carbon emissions, lowering freshwater usage, and more. Measuring and reducing the carbon footprint across the entire lifecycle of a product - from manufacturing to field operations, to ultimate end-of-life of a product – are intensifying across all industry segments.

One pathway towards a more sustainable future is centered around the development and adoption of more efficient and lower impact technologies. Given the breadth, depth, and technical sophistication of challenges engineers face to develop and scale up these new technologies, engineering simulation is integral to meeting the environmental sustainability needs of the future. Together with our customers, we aim to enable a more sustainable future, faster.

Product Handprint

Our engineering simulation software and services are widely used across a broad spectrum of industries including energy, automotive, aerospace and materials. Applying engineering simulation solutions reduces cost, shortens time to market, and reduces the risk of failure by improving product quality.

PRODUCT
HANDPRINT
INITIATIVE

Accelerating the pace of innovation

By applying engineering simulation solutions, our customers are accelerating the pace of technical innovation needed to develop new technologies of the future.

Further, our engineering simulation software helps customers reduce the risk of failure of their technology solutions by supporting proper performance, improved reliability and longevity, and enables them to bring these new solutions to market at lower cost by replacing physical testing with digital testing and accelerating time to market. Through simulation, customers can typically expand testing with lower cost, often much more quickly compared to physical testing of a prototype.

Electric Vehicles

For electric vehicles (EV) to be mass adopted, manufacturers face challenges including battery efficiency and cost, as well as speed of charging. EV leaders report significant improvement in the race to market and technology advancement through simulation.

Electrified Powertrain System Integration

Ansys' multiphysics and embedded software capabilities are applied at the system level, incorporating high fidelity models of key components to optimize the powertrain system for performance, safety and cost

Power Electronics

Ansys' multiphysics capabilities are used to increase power density and lifetime, while reducing losses, thermal derating, noise and over-voltages

Electric Motors

Ansys' multiphysics and embedded software capabilities are used to evaluate motor efficiency and torque speed characteristics, optimize thermal management, address noise, vibration and harshness challenges and integrate the motor design with the control system

Battery & Battery Management Systems

Ansys' multiphysics and embedded software capabilities are used to advance and optimize battery and BMS development from the electrochemistry of the cell to the safety and performance of the system
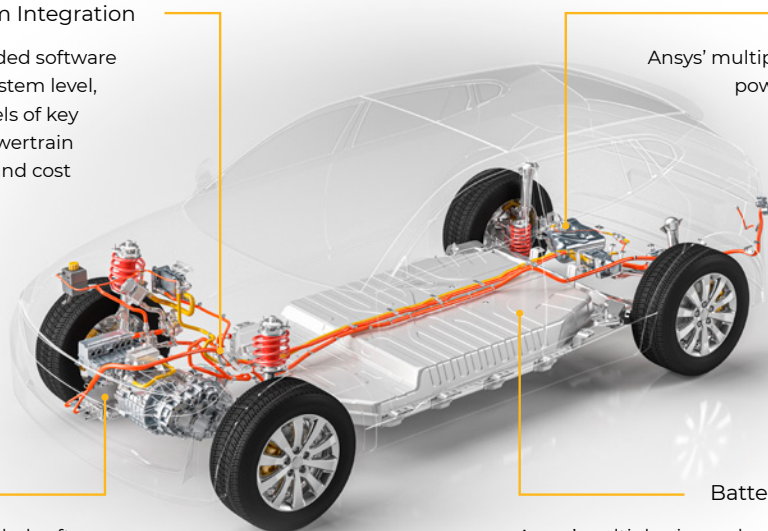
/ ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS

Aerospace

The aviation industry's share of global greenhouse gas emissions is expected to grow, and industry stakeholders are seeking ways to reduce these emissions. The most significant challenges include increasing aerodynamic efficiency, reducing weight, increasing propulsion system efficiency, and decarbonizing propulsion systems (via solutions like electrification) – all of which Ansys' simulation software aims to enable.

Aerodynamics

Wing and fuselage design has a considerable impact on drag and aerodynamics.

- *AS Sailplanes has reduced wing surface of its gliders AS 33 by 4.7% using Ansys simulation software[1]*

- *Ansys simulation has helped place aircraft antennas inside the fuselage to improve aerodynamics and fuel consumption*

Light Weighting

Materials selection, such as composite material (e.g. CFRP) and additive manufacturing are key to reduce weight, improve fuel efficiency and increase cost savings.

- *Ansys has helped Carbon Freight to design 18% lighter cargo pallets for aircraft[2]*

- *Material management systems provided leading engine manufacturer benefits of ~$10 million per year through a more efficient use of materials[3]*

"Simulation via Ansys has saved 50 percent in development time and hundreds of thousands of dollars in physical testing"

Glenn Philen
CEO - Carbon Freight

Propulsion

Simulation helps to improve efficiency of engines and is crucial for the development of new engine classes.

- *Improving engine efficiency by 1% can reduce GHG emissions by more than 350,000 tons per year[4]*

1) Ansys Granta Materials Data for Simulation
2) Gliding Farther and Faster, Aerospace Testing International
3) Lighten Up, Ansys Advantage Aerospace Issue, 2019, page 20
4) Seeking a Material Advantage, Ansys Advantage Aerospace Issue, 2019, page 15

Healthcare

Through new materials and technology, the healthcare sector can deliver improved safety and health outcomes and reduce its environmental impact. For example, our client SkyCell used Ansys simulation to design hybrid, IoT-enabled air freight containers that save lives by reducing vaccine shipment loss rate to just 0.1%, compared to the lower end of the industry average 1%. The challenge is that certain vaccines are sensitive to high and low temperatures, and it is crucial that shipments arrive quickly. Through SkyCell's precision engineering, combined with the use of Ansys simulation, SkyCell designed a pharmaceutical shipping container that improved vaccine loss rate.

SKY✛CELL

/ ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS

Autonomous Vehicles

Autonomous vehicles (AVs) provide a number of potential benefits including improving traffic flow, reducing emissions, and making vehicles safe by reducing the likelihood of human error. A big challenge to the widespread deployment and adoption of autonomous vehicles (AVs) is demonstrating that they are safe. Physically driving the number of miles needed to assure this safety is impractical. The answer is simulation. Companies are able to drive millions of virtual miles per day. This contrasts with the nearly two million miles of physical testing conducted by companies on California's roads in 2020.

Autonomous System

Ansys' functional safety and cybersecurity tools are used to help make autonomous vehicle systems fault-tolerant, better able to handle unforeseen conditions and resistant to cyber attacks

Virtual Test Drivers

Ansys' simulations are used to perform vast amounts of test drives virtually to validate the safety of autonomous systems over a broad range of driving situations

Sensors

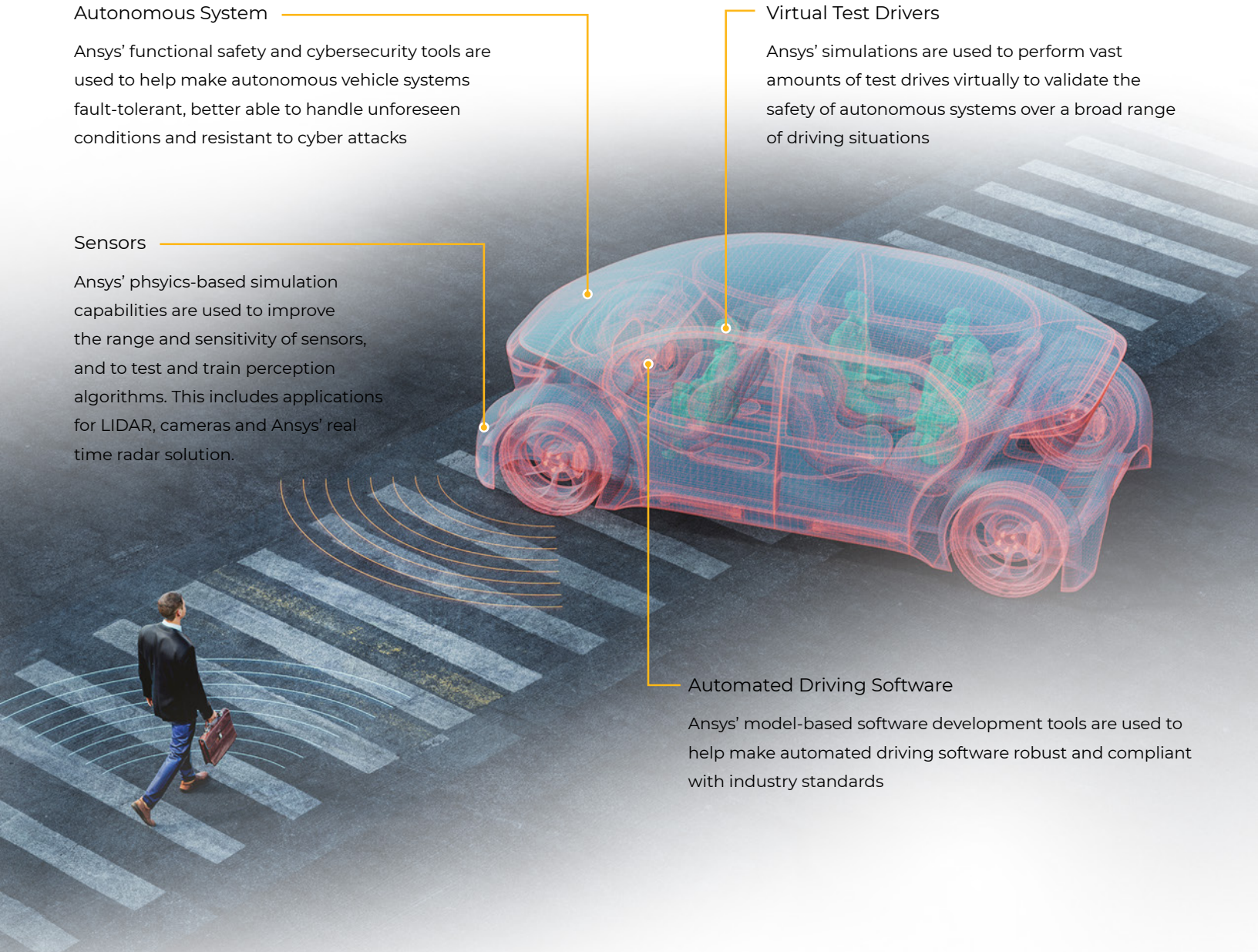Ansys' phsyics-based simulation capabilities are used to improve the range and sensitivity of sensors, and to test and train perception algorithms. This includes applications for LIDAR, cameras and Ansys' real time radar solution.

Automated Driving Software

Ansys' model-based software development tools are used to help make automated driving software robust and compliant with industry standards

Innovation and Product Strategy

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 simulation insights, 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 each of the last three years, we invested at least 20% of our annual revenues into research and development, expanding the ease of use and capabilities of our broad portfolio of engineering simulation software products. In 2021, we introduced an entire array of innovations from individual applications to enterprise platforms and solutions.

$404.9M TOTAL R&D EXPENSES *(FY2021)*	21.2% R&D EXPENSES OF TOTAL REVENUES *(FY2021)*	561 TOTAL PATENTS – 403 PATENTS GRANTED AND 158 PATENTS FILED *(AS OF DECEMBER 31, 2021)*

Rewarding Innovation at Ansys- In 2021, our internal technical conference, TechCon, was a hybrid event with physical presenters and remote sessions, where hundreds of novel and unique product and technology ideas were 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 third consecutive year, our dedication to innovation earned us a place on Fast Company's 2021 list of Best Workplaces for Innovators. We also earned places on Fast Company's World Changing Ideas list and the Most Innovative Companies list for 2021.

Product and Feature Transformations - Our innovation-oriented culture is reflected in 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.

/ ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS

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.

Additional Resources:
Company Information
Product Releases and Updates

Ansys Cloud - Ansys Cloud provides access to on-demand, cloud-based computing resources, including both interactive workstations and high-performance computing clusters, for faster, high-fidelity results offering greater performance insight.

Changing work modes has underscored the value cloud provides by connecting engineers to the necessary compute-hardware anytime and from anyplace. Ansys Cloud delivers computing infrastructure to ensure engineering and business continuity, even as many engineering teams are working remotely.

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. Ansys provides quick, easy access to public cloud-computing resources that can supercharge simulations and accelerate the product design process. With both managed and self-service options, Ansys allows the flexibility to take full advantage of nearly unlimited computing power when needed. Users can explore more design alternatives and run larger simulations without the limitations of on-premises hardware. Our cloud offerings provide the following business benefits:

- Quick, easy, and flexible cloud access for every engineer – anyone can now access the power of simulation in the cloud from anywhere on virtually any device.
- Increase innovation through faster insights to improve product development.
- Access additional compute power to solve massive and complex simulations beyond what is possible on-premises resources.
- Deploy quickly on the latest state-of-the-art hardware from leading cloud services providers.

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. Microsoft Azure, as a part of Microsoft, has been 100% carbon neutral since 2012. To expand our cloud adoption and adapting customer needs, Ansys recently announced a strategic collaboration with Amazon Web Services, Inc. (AWS). The collaboration will enable deployment of Ansys products on AWS — making simulation workloads more user-friendly, while offering scalability and flexibility with easy access to software and storage solutions from anywhere with a web browser.

Ansys also maintains partnerships with AMD, Intel, and NVIDIA to optimize the solver performance and scalability of our structures, fluids, and electromagnetics portfolio to enable faster simulations for our customers on the cloud and on-premises.

Additional Resources:
Ansys Cloud Overview

Elevate Engineering Simulation with Ansys 2022 R1

Ansys Announces Strategic Collaboration with AWS to Transform Cloud-Based Engineering Simulations

/ ADVANCING SUSTAINABILITY THROUGH OUR PRODUCTS

Customer Excellence

We help the world's most innovative companies deliver 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.

With a significant number of professionals across the globe, many of whom are expert M.S. and Ph.D.-level engineers, 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 delivers expert pre-sales, support, training, and professional services with mastery in individual physics domains and multidiscipline solutions with optimized workflows.

Our ACE professionals 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.

Quality Management Program - We are committed to meeting customer expectations for the quality of our products and services. To provide systematic methods to ensure quality and drive continuous improvement we have established a corporate wide quality management system. The system complies with recognized industry standards including ISO9001: 2015 and in some areas safety standards such as NQA-1 and ISO26262.

ONE Ansys Culture

Our people are the core of driving product innovation for our customers. We aim to create a culture of belonging and inclusion where every-one 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.

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

27% EMEA
46% Americas
27% APAC
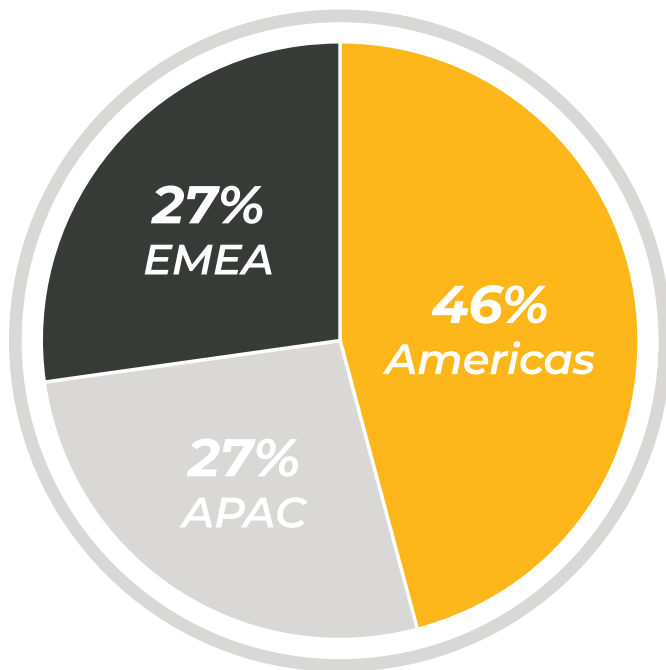
**Employees by Region
as of December 31, 2021**

66%
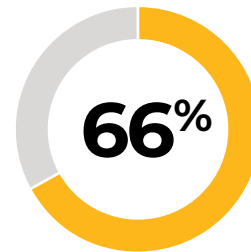
EMEA employees covered by works council or collective bargaining agreements

80%
Employee Engagement Score

(2021 Engagement Survey)

Additional Resources:

Our Culture and Values

/ 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, culture, education, and accountability.

Pipeline Development - In the U.S., our recruitment of and outreach to diverse talent expanded during 2020-2021, including strengthening relationships with historically Black colleges and universities (HBCUs), minority engineering societies, women in technology groups, veterans' organizations, and LGBTQ+ organizations. These initiatives enable us to interface with more diverse talent pools and are a part of our broader recruitment strategy. This has included adding events, talent database tools and job posting capabilities with our existing partners, as well as establishing new partnerships and expanded tools, such as Mogul, which includes access to an ecosystem of 430M diverse applicants.

In addition to external pipeline development, we have been focused on providing opportunities to build our internal pipeline as well. This has been evident through the experiences provided to our interns and early career talent through activities like a learning series and role specific development opportunities. The Ansys internship program provides an opportunity for Ansys to open the door to even more diverse talent entering the workforce.

/ INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE

Culture - In 2021, we continued to grow our employee resource groups (ERGs) to foster a culture of inclusion and belonging with 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.

• Each ERG has a visible and committed executive sponsor
• Each has a global focus with representation across all regions and locations
• Over 30 events were sponsored in 2021, including inclusive conversations, leadership presentations, training, and networking
• Alignment with Ansys charitable giving program to facilitate ERG mission and involvement
• Leverage ERGs to inform and prioritize global policies and practices
• Opportunities for external outreach, partnerships, and engagement efforts

Inclusive Leadership Training - In 2021, we educated 100% of our people managers on inclusive leadership concepts of overcoming unconscious bias, building inclusive teams, and making effective decisions in areas of recruitment, selection, growth, and development. All new people leaders continue to participate in and complete training on a rolling basis.

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:

Ethnic Diversity
United States

- **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.

Ethnic Diversity
Board of Directors

- **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.

25%
Women on Senior Leadership

23%
Women in Global Workforce

67%
CEO Direct Reports are Women

22%
Women on Board of Directors

16%
Women in Technical Roles
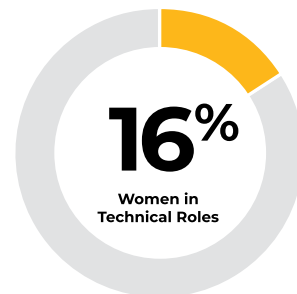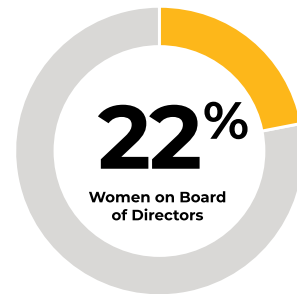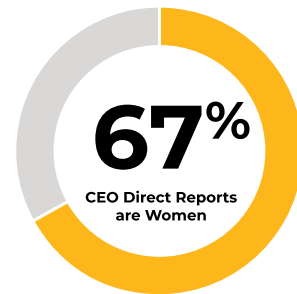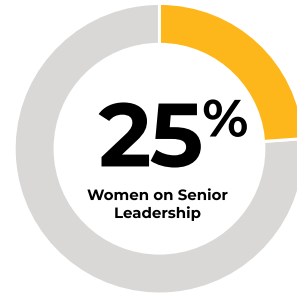
/ INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE

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 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.

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.

Turnover rates as of December 31, 2021:

8% TOTAL ANNUAL EMPLOYEE TURNOVER RATE / **7%** VOLUNTARY ANNUAL EMPLOYEE TURNOVER RATE

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
· Continue to build our ONE Ansys employment 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 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 and partner support benefits: parental leave, adoption assistance, maternal education and support, fertility benefits, pet insurance and flexible work schedules;

· Programs to support healthy lifestyles, well-being and productivity: employee assistance programs, including emotional and social well-being assistance programs, well-being clubs, well-being tools and coaching, supplemental paid time off and volunteer paid time off, charitable matching gifts, 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.

/ INVESTING IN OUR PEOPLE AND ONE ANSYS CULTURE

Employee Development and Engagement

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.
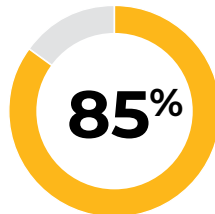
Highlights from our 2021 survey include:
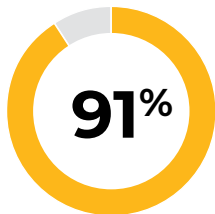
91% Employees feel supported in their efforts to adapt to changes in how we work due to the COVID-19 pandemic.
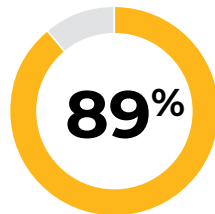
89% Employees think supervisor/ manager creates environment of trust

85% Employees believe Ansys provides meaningful opportunities for learning and development

Methodology - The employee engagement survey is conducted using external expertise and 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, and 5) develop team action plans to address areas of opportunities identified by employees. We monitor employee engagement between the biennial full-length engagement surveys with a listening strategy that includes follow up pulse surveys.

Engagement scores, for reference:

2021 **80%** Employee Engagement Score

2020 **83%** Employee Engagement Score

2019 **79%** Employee Engagement Score

2018 **77%** Employee Engagement Score

2017 **73%** Employee Engagement Score
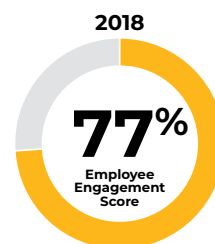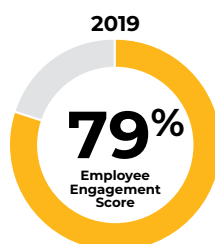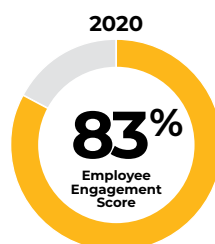
/ OPERATING RESPONSIBLY

Energy and Emissions Management

We aim to reduce the environmental and climate impact of our operations by measuring, analyzing, and reducing our resource use and emissions. In 2021, we continued to measure our scope 1 and 2 greenhouse gas (GHG) emissions (described below) and conducted preliminary scope 3 emissions calculations based on historical data. Our 2019 scope 1 and 2 GHG baseline was primarily composed of our office locations and data centers and was calculated in accordance with the GHG Protocol Corporate Standard set by the World Business Council for Sustainable Development and the World Resources Institute.

To drive carbon emission reductions, we completed energy audits throughout our 2021 footprint. The audits identified strategies to optimize our operations, incorporate efficient lighting projects, and on-site renewables. We have made investments in these strategies and continue to implement initiatives across our real estate portfolio.

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. To build on our progress, in 2021, we submitted our response to CDP's climate change questionnaire for the second year, receiving a score of "C". We are in the process of submitting our inaugural Task Force on Climate-Related Financial Disclosure (TCFD) report, with the initial analysis included in the appendix of this report.

GHG INVENTORY*			
Performance Data	**2019 CO_2e (Metric Tons)**	**2020 CO_2e (Metric Tons)**	**2021 CO_2e (Metric Tons)**
Scope 1	2,056	2,354	2,023
Scope 2 (Location and Market Based)	14,117 (Location Based) 14,475 (Market Based)	13,767 (Location Based) 14,280 (Market Based)	13,356 (Location Based) 14,264 (Market Based)
Total	16,172 (Location Based) 16,531 (Market Based)	16,121 (Location Based) 16,634 (Market Based)	15,379 (Location Based) 16,287 (Market Based)
Intensity (per square feet)	0.012338	0.012029	0.011504
ENERGY CONSUMPTION AND LEED CERTIFICATION			
Renewable Energy (1)	152 MWh	119MWh	140MWh
Buildings with LEED / BREEM Certification(2)	7	8	9
(% of total active square footage)	22%+	23%+	23%+
Total Energy Consumed	41,975MWh	44,668MWh	42,698MWh
Percentage of Grid Electricity	77%	76%	77%

(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 BREEAM Certified buildings include our two facilities in Canonsburg, USA, and facilities in Beijing, Chengdu, and Shanghai, China, Hyderabad, India, Seoul, Korea, Sheffield, UK and Madrid, Spain. Our Madrid, Spain office opened in December 2021, and is pending LEED certification.

* Ansys updated its 2019 GHG scope 1 and 2 baseline based on increased data integrity and calculation methodology. Thus, we have restated 2019 data using the updated methodology, for comparability.

/ OPERATING RESPONSIBLY

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.

18%
Employees in
Green Buildings

A Sustainable Workplace - Our workplaces embody One Ansys as well as the local culture of the office. Sustainability to Ansys, not only means reduction in energy, water, and waste in our workplaces, but places of belonging. Each workplace is unique in nature, while incorporating planning principles to give our staff access to natural daylight, views, and a flexible work environment to accommodate their workstyle and needs.

8%
Employees in
Facilities Accessing
On-Site Renewable
Energy

Data Centers and E-Waste

We are beginning to track our energy consumption in our data centers more closely and evaluating opportunities to incorporate free-cooling or cool aisle containment, based on opportunities available at each location. We are also seeking providers with renewable energy certificate purchases to promote renewable energy production.

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 also focused on the increased security, availability, and scalability expectations for our IT infrastructure. Our data center strategy includes selecting providers that can offer higher energy efficiency standards in the industry and use renewable energy.

Electronic Waste - We aim to select IT vendors that have buy-back programs to ensure that waste is disposed of in an environmentally friendly manner. We also aim to select electronic waste disposal providers that ensure retired IT equipment is recycled in a responsible manner across our locations.

Ethics, Compliance, and Integrity

Since our beginning over 50 years ago, integrity and ethical conduct have been at the forefront of our long-term success. We have implemented a comprehensive global ethics and compliance program with support from our Board of Directors and executive management team to communicate the ethical and legal standards that govern our business conduct at all times. 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 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 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 we periodically review and update the contents of the Code to ensure we continually inform our employees and directors that maintaining ethical conduct depends on every person exercising good judgment and high ethical standards in the business jurisdictions in which we operate.

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 and directors 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 • Cybersecurity and Privacy • Insider Trading
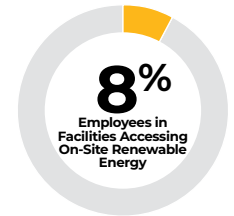
/ OPERATING RESPONSIBLY

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 administers a company hotline – the Ansys Ethics Line – which features:
- Multiple reporting modes: phone, website, or email
- Anonymous report submission
- Global availability of 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 and Communications - All employees are trained on the key compliance topics covered in our Code and other applicable policies upon being hired. Additionally, employees are retrained on the Code, workplace harassment, and other policies periodically. In 2021, 99% of our employees completed Code training. Over the course of 2021, we also trained our employees on global anti-corruption laws through various online training programs and employee communications. Over 94% of our employees completed their anti-corruption training. Other trainings, both in-person and online, are disseminated as needed. In addition, through our annual policy certification process, employees across the globe, where applicable, certified to the Code and key compliance policies. To promote transparency about our program, Ansys celebrated its inaugural Ethics and Compliance Week. The purpose of this week was to shine a spotlight on the importance of ethics and compliance in the workplace. During that week, employees had an opportunity to hear from the senior leadership team as they answered a variety of questions on why embedding a strong culture of ethics and compliance is vital to our long-term success.

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. 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's global ethics and compliance program, including the Code and Ansys Ethics Line, is available here.

Cybersecurity and Data Privacy
The Ansys privacy and cybersecurity teams work closely to identify and address potential risks to the security of the data we hold and process. Ansys strives to protect the data of our customers, partners and employees through appropriate cybersecurity and privacy practices.

Cybersecurity
Governance - The Ansys cybersecurity department is led by the Vice President 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 with 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.

/ OPERATING RESPONSIBLY

At the Ansys Board level, the Audit Committee oversees our risks related to cybersecurity 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 the cybersecurity department.

We maintain cybersecurity insurance coverage, which we renew annually. Upon renewal, we complete a data security information governance questionnaire that covers privacy and governance, the cybersecurity organization, cybersecurity, third party technology services, such as cloud or web hosting, and current network and technology providers. The elements of our cybersecurity insurance coverage include 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 coverage, Ansys also purchases excess cyber coverage. Ansys develops business continuity and contingency plans, and incident response procedures are in place. These crisis management plans are tested periodically against specific high-risk scenarios.

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 has received SOC2 certification, and we are working to achieve ISO27001 and ISO27017 certifications. 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.

We also are routinely assessed and audited by our customers across many industries as part of their supply chain risk management programs. We also utilize a third-party consultant to conduct annual assessments of our cybersecurity capabilities against the NIST framework and industry benchmarks. The results of this assessment are presented to our board.

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

In 2021, Ansys did not experience a cybersecurity attack or incident that had a material impact on the company's business or consolidated financial statements.

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. 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 educational posts to our Ansys intranet are distributed on a regular basis to maintain awareness. Finally, our cybersecurity team 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.

/ OPERATING RESPONSIBLY

Key Elements of Ansys' Cybersecurity 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)
- Continuous employee testing

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, incorporating data privacy and risk mitigation concepts in accordance with the Ansys Privacy Notice and Employee Data Protection Notice. The data privacy team is also tasked with executing data processing agreements, conducting privacy reviews, and responding to data subject access requests. The program seeks to keep 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, supported by tailored training and awareness opportunities provided to our teams. Additionally, through our Code and other internal policies and notices, employees are reminded of their responsibility to take reasonable precautions to ensure personal data, to which they have access in the course of employment, is used properly and handled according to Ansys's policies and standards.

In 2021, Ansys opened the year by celebrating international Data Privacy Day, which included an online, focused data privacy training. A data privacy training module was also included as part of a cybersecurity training with a completion rate of over 98.9%. We also conducted multiple virtual role-based trainings throughout the year.

We prioritize data privacy compliance with 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 personal data in specified circumstances covered by legitimate interest-based processing, including the sharing of data with vendors and partners. The 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 the data subject requests that we may receive.

For more detailed information on how Ansys endeavors to protect personal data across the organization, please consult the Ansys Global Privacy Notice.

Privacy Incidents and Complaints - We did not experience any material legal proceeding or regulatory complaints as a result of breaches of personal data in 2021.

/ OPERATING RESPONSIBLY

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. Ansys is building a business continuity and incident response plan that 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 cybersecurity. Policies support each area and services exist to assess, attempt to 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. 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 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.

Cybersecurity Incident Response Plan - The goal of the Ansys security incident response plan is to detect, assess, 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 periodically and includes red team and executive tabletop exercises on selected high-risk scenarios. Follow up on lessons learned is part of the testing process.

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 risks while also protecting our long-term health.

INDEPENDENT CHAIRMAN	SEPARATE CEO AND CHAIRMAN ROLES	89% INDEPENDENT DIRECTORS ON THE BOARD (DECEMBER 31, 2021)
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	22% WOMEN BOARD MEMBERS (DECEMBER 31, 2021)

Other Policies and Resources

Supplier Code of Business Conduct and Ethics: Our Supplier Code of Business Conduct and Ethics (Supplier Code) details our expectations for our suppliers, vendors, and contractors and includes guidelines on responsible business practices and ethics, social and working conditions, environmental sustainability, and more. Our Supplier Code can be found here.

Ansys has a Third Party Provider Risk Management (TPRM) program that provides guidance and direction to all areas of Ansys for the selection and subsequent management of risks associated with the use of in-scope third party providers. During the risk assessment process, TPRM incorporates ESG components, such as human rights, corporate governance, data protection and privacy.

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: Human Rights Policy

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 2021.

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: lobbying activities and political contributions
• Clerk of the United States House of Representatives: lobbying activities and political contributions

See our policy here: Public Policy Advocacy Policy

/ COLLABORATING WITH STAKEHOLDERS

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 cultural, and scientific affairs. In 2021, Ansys donated nearly half a million dollars to these causes. In 2020, Ansys challenged each employee to volunteer up to 8 hours from their paid-time to a personal cause that was meaningful to them. In late 2021, we started tracking our employee's volunteer hours and in the U.S. alone, 90 employees volunteered nearly 700 hours to causes important to them.

Here are just a few examples of how our employees supported their communities in 2021:
- Packaged nearly 3,000 pounds of food at the Greater Pittsburgh Community Food Bank
- Produced over 8,000 meals with a food bank in Central Florida
- Sorted and packed food bank boxes for the holidays in Horsham, United Kingdom
- Rode bikes for 500km in support of the YouMeWe, a Tokyo-based non-profit organization that is solely dedicated to nurturing and supporting local students
- Donated to organizations in India that provided vaccination drives and training programs on health issues

In 2021, 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.

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

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 2021, the free Ansys student version was downloaded over 550,000 times. Additionally, in 2021 we surpassed 2 million downloads in 147 countries since our student products launched in 2015. See our free student products here.
Student competition teams	Ansys sponsors student teams building innovative vehicles and designs that competed in Formula SAE, World Solar Challenge, and similar competitions globally. This engagement benefits the students by improving their innovation and technology skills while providing a real-world experience in engineering.	In 2021, more than 450 student teams were sponsored by Ansys. Read more about our sponsorship of student teams here.
Simulation for student education	In July 2020, we launched Ansys Innovation Courses (www.ansys.com/courses). In 2021, we grew from 50 free courses to more than 200. 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.	As of December 31, 2021, more than 274,000 unique users spanning 122 countries have utilized Ansys Innovation Courses.
Learning Forum	The Ansys Learning Forum (www.ansys.com/forum) is the go-to place for the academic ecosystem and professional engineers alike to engage both peer-to-peer as well as peer-to-expert with our support team.	In 2021, more than 848,000 unique users from 147 countries have visited the forum.

Sustainability Accounting Standards Board (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 FY2021 Corporate Responsibility Report. Our 2021 Annual Report on Form 10-K can be viewed here.

Environmental Footprint of Hardware Infrastructure		
Code	**Metric**	**Disclosure Reference**
TC-SI-130a.1	(1) Total energy consumed	Reported in Operating Responsibly > Greenhouse Gas Emissions and Carbon Footprint, page 21
	(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 Operating Responsibly > Data Center Strategy, page 22

Data Privacy & Freedom of Expression		
Code	**Metric**	**Disclosure Reference**
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Reported in Operating Responsibly > Data Privacy, page 25
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Not reported. Broader approach regarding secondary use reported in Operating Responsibly > Data Privacy > Ansys Privacy Notice, page 25
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Reported in Operating Responsibly > Data Privacy > Privacy Incidents and Complaints, page 25
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 Reference
TC-SI-230a.1	(1) Number of data breaches	Information about cybersecurity incidents reported in Operating Responsibly > Cybersecurity, page 24
	(2) Percentage involving personally identifiable information (PII)	
	(3) Number of users affected	Also see page 22 of our 2021 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 Operating Responsibly > Cybersecurity > Assessments and Certifications, pages 23 and 24

Recruiting & Managing a Global, Diverse & Skilled Workforce

Code	Metric	Disclosure Reference
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 Investing in our People and ONE Ansys Culture > Employee Development and Engagement, page 20
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management	Reported in Investing in our People and ONE Ansys Culture > Diversity, Equity, Inclusion, and Belonging, page 18
	(2) Technical staff	
	(3) All other employees	

Intellectual Property Protection & Competitive Behavior

Code	Metric	Disclosure Reference
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 2021 Form 10-K

Managing Systemic Risks from Technology Disruptions

Code	Metric	Disclosure Reference
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 18 and 23 of our 2021 Form 10-K under "Global Operational Risks"

/ TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

We believe in providing transparency on our environmental commitments that highlight our climate change risk management, governance, and performance. A summary of our TCFD-recommended disclosures, which complements our CDP report, is below.

Governance

A) Board Oversight
The Nominating and Corporate Governance committee of the Board oversees our policies and practices regarding our ESG program, matters, and initiatives, including risks and opportunities related to climate change. Sustainability is a subject discussed at least annually by the full board.

B) Management Role
Our ESG program is led by a committee of select senior leaders ("ESG committee") from our human resources, finance, industry marketing, communications, investor relations, legal, cybersecurity, strategy, procurement, and facilities departments. Our general counsel chairs this committee. The ESG committee also has two task teams to address specific topics related to environmental sustainability and human capital management. Task teams report to, and receive oversight from, the ESG committee. The chairperson of the ESG committee reports progress to the CEO and to the board of directors quarterly.

Strategy

A) Climate-related Risks and Opportunities
While we do not believe climate change-related risks are material for our business, we have identified risks and opportunities that may impact our business over the short, medium, and long-term. These include the following:

Reputational Risk - Maintaining our company's reputation and brand at a high level is critical to our operations and financial results. Changing customer demands and sustainability requirements could impact demand for our products.

Regulatory Risk - Ansys is a global business with 88 locations in the Americas, APAC, and EMEA, thus we could face risks from carbon pricing mechanisms or emissions reporting obligations in various countries where we operate. Additionally, regulators are looking at the energy use and efficiency of data centers and any corrective measures may indirectly impact the users of data centers such as Ansys.

Product Risk - We are a Software-as-a-Service ("SaaS") company and our products face few direct climate-related risks, which have little potential to have a significant financial impact on the business. However, climate change concerns could impact our customers' businesses, which could impact demand for Ansys products, but we believe that the wide range of industries we serve should prove resilient to such changes.

Simulation Testing Software Opportunities - By focusing on accelerating the creation of new technology, and by making current technology better, we aim to support our customers in their design of products to meet the biggest challenges, including to address issues related to the challenge of making their products more efficient, with less waste, and minimizing physical prototyping. We may see increased demand for our products due to more stringent climate change regulations.

B) Impact on strategy

Climate change-related issues have impacted our business strategy, including in our conversations with our customers, operations and our supply chain requirements. As the global leader in simulation software, Ansys is well-positioned to deliver simulation solutions that support and enable the sustainability goals of our customers across diverse industries.

Our operational strategy has been influenced by climate-related risks and opportunities. The Real Estate and Facilities department aims for more environmentally sustainable workplaces which includes seeking leased locations that have sustainable building certifications such as U.S. Green Building Council LEED, BREEAM, and Energy Star. We have strengthened our carbon emission tracking by measuring our scope 1 and 2 GHG emissions and establishing an energy baseline in 2019.

Risk Management

Our senior leadership team and board of directors are focused on managing and mitigating various risks to our business and financial performance, including environmental risks such as climate change. Such risk management topics are reviewed and discussed on a regular basis among our leadership team. Consideration of such risks is implemented as part of the operating and investment decision-making process. Our ESG committee reports ESG (including climate-related) issues to our Nominating and Corporate Governance Committee and board of directors for oversight on a regular basis in connection with them fulfilling their oversight responsibilities.

To determine which risks and/or opportunities could have a substantive financial or strategic impact on our business, Ansys' ESG committee administered a preliminary survey to an interdisciplinary group of employees within our organization from the following departments: finance, procurement, sales and marketing, investor relations, information technology, real estate, and legal. This survey presented possible climate-related risks and opportunities (both transitional and physical) and asked respondents to select if each has the potential to have a substantive financial or strategic impact on our business.

Metrics and Targets

Scope 1 and Scope 2 GHG emissions

Scope 1 emissions (2020): 2,354 metric tons of CO_2e
Scope 2 emissions (2020): 13,767 (Location Based) and 14,280 (Market Based) metric tons of CO_2e

Scope 1 emissions (2021): 2,023 metric tons of CO_2e
Scope 2 emissions (2021): 13,356 (Location Based) and 14,264 (Market Based) metric tons of CO_2e

The Procurement department is evaluating our scope 3 emissions after completing a relevance assessment, which has informed which categories will need to be calculated to determine the baseline.

Targets - We have established a carbon emissions baseline for scope 1 and 2 GHG emissions and are currently evaluating relevant data categories to measure our scope 3 emissions. Currently, we do not have a carbon reduction target, but are actively pursuing energy reduction projects to lower our carbon emissions.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS:

This 2021 Corporate Responsibility Report contains statements that relate to future events and expectations and, as such, constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include those containing such words as "anticipates," "believes," "could," "estimates," "expects," "aspires," "aims," "strives," "forecasts," "goal," "intends," "may," "outlook," "plans," "projects," "seeks," "sees," "should," "targets," "will," "would," or other words of similar meaning. All statements by Ansys that reflect expectations, assumptions, or projections about the future, other than statements of historical fact, are forward-looking statements. These statements reflect beliefs and assumptions that are based on Ansys's perception of historical trends, current conditions, and expected future developments, as well as other factors that management believes are appropriate in the circumstances. Forward-looking statements are not guarantees of future performance and are subject to known and unknown risks, uncertainties, and changes in circumstances that are difficult to predict. Although Ansys believes that the expectations reflected in any forward-looking statements are based on reasonable assumptions, it can give no assurance that these expectations will be attained, and it is possible that actual results may differ materially from those indicated by these forward-looking statements due to a variety of risks and uncertainties. For a discussion of some of the specific factors that may cause Ansys's actual results to differ materially from those projected in any forward-looking statements, see the risk factors described in our most recent Annual Report filed on Form 10-K for the fiscal year ended December 31, 2021 (the "2021 Form 10-K"), filed with the SEC on February 23, 2022, in Part I, Item 1A, "Risk Factors." The risks and uncertainties described in the 2021 Form 10-K are not exclusive, and further information concerning our company and our businesses, including factors that potentially could materially affect our operating results or financial condition, may emerge from time to time. Ansys disclaims any obligation to update publicly any forward-looking statements, whether in response to new information, future events, or otherwise, except as required by applicable law. Market projections are subject to the risks described above and other risks in the market.

Ansys

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