

Ansys

**CULTURE
BOOK**



Winning the ONE Ansys way

OUR MISSION

Powering innovation that drives human advancement

OUR COMMITMENT

- Amaze with innovative products and solutions
- Make our customers incredibly successful
- Act with integrity
- Ensure employees thrive and shareholders prosper

OUR VALUES

Adaptability



Be Open

Welcome what's next

Courage



Be Courageous

Move forward passionately

Generosity



Be Generous

Share, listen, serve

Authenticity



Be You

Make us stronger

OUR ACTIONS

Commit to audacious goals

Work seamlessly as a team

Demonstrate mastery

Deliver outstanding results

COMMITMENT **+** VALUES **+** ACTIONS = **ONE Ansys**



Ansys digital twin of the
respiratory system

/ Working together we can change the world and build a brighter future

For more than 50 years, Ansys software has enabled innovators across industries to push the boundaries of product design by using the predictive power of simulation. From sustainable transportation and advanced satellite systems to life-saving medical devices.

Ansys powers innovation that drives human advancement.

A grayscale photograph of three Ansys employees walking through a modern office hallway. On the left is a man in a dark polo shirt, in the center is a woman in a dark zip-up jacket with the Ansys logo, and on the right is a man in a dark t-shirt with the Ansys logo. A large, diagonal orange graphic element is on the left side of the image.


OUR COMMITMENT

Innovating everyday to ensure our employees, customers and shareholders are thriving and prosperous.

At Ansys we are committed to creating the amazing technology needed to ensure our customers' success while acting with integrity in everything we do.

/ Diversity + Innovation = Amazing

Diverse thinking leads to better outcomes. We are committed to creating and nurturing this by welcome people — regardless of background, identity, or experience — to a workplace in which they are valued and diversity, equity, inclusion, and belonging thrive.



When two strokes left nature enthusiast and hiker Geoff Babb unable to walk, he recognized the need for wheelchairs with all-terrain capabilities. To create the AdvenChair®, Geoff's engineering team leveraged Ansys simulations to fully realize Geoff's vision of making the great outdoors accessible to everyone without compromise.



**National Intern Day
Celebration, Ansys USA**

/ Employee voices

This year's employee survey had the highest participation rate yet. We continue to hear how people are thriving and feel their work is meaningful. Here's what they had to say:

92%

employees took survey

81%

say they feel engaged

86%

say they are thriving

Employee comments from our annual Employee Engagement Survey

“Ansys has the best workplace environment to work and grow.”

“I love our technology. Like using a pair of X-ray glasses and seeing into the future.”

“The opportunities for personal and professional growth are unlimited, in an environment that is healthy, thriving, and balanced.”

“Executive leadership has shown great courage, grit, and kindness especially during some tumultuous times.”



Ansys USA



OUR VALUES

Creating a culture that inspires and helps everyone realize their full potential.

At Ansys, our greatest assets are our people and our ability to translate creative ideas into solutions. To ensure every person can do their best work, we strive to live our values every day.

/ Our values

To win the ONE Ansys way, we practice our shared values every day.



Adaptability

Be open: Welcome what's next.

Our business is constantly evolving. We stay agile by keeping our minds open, embracing change, and always learning.

Courage

Be courageous: Move forward passionately.

Our growth is unconstrained. We pursue new ideas, find unconventional solutions, and make decisions with courage, compassion, and resilience.

Generosity

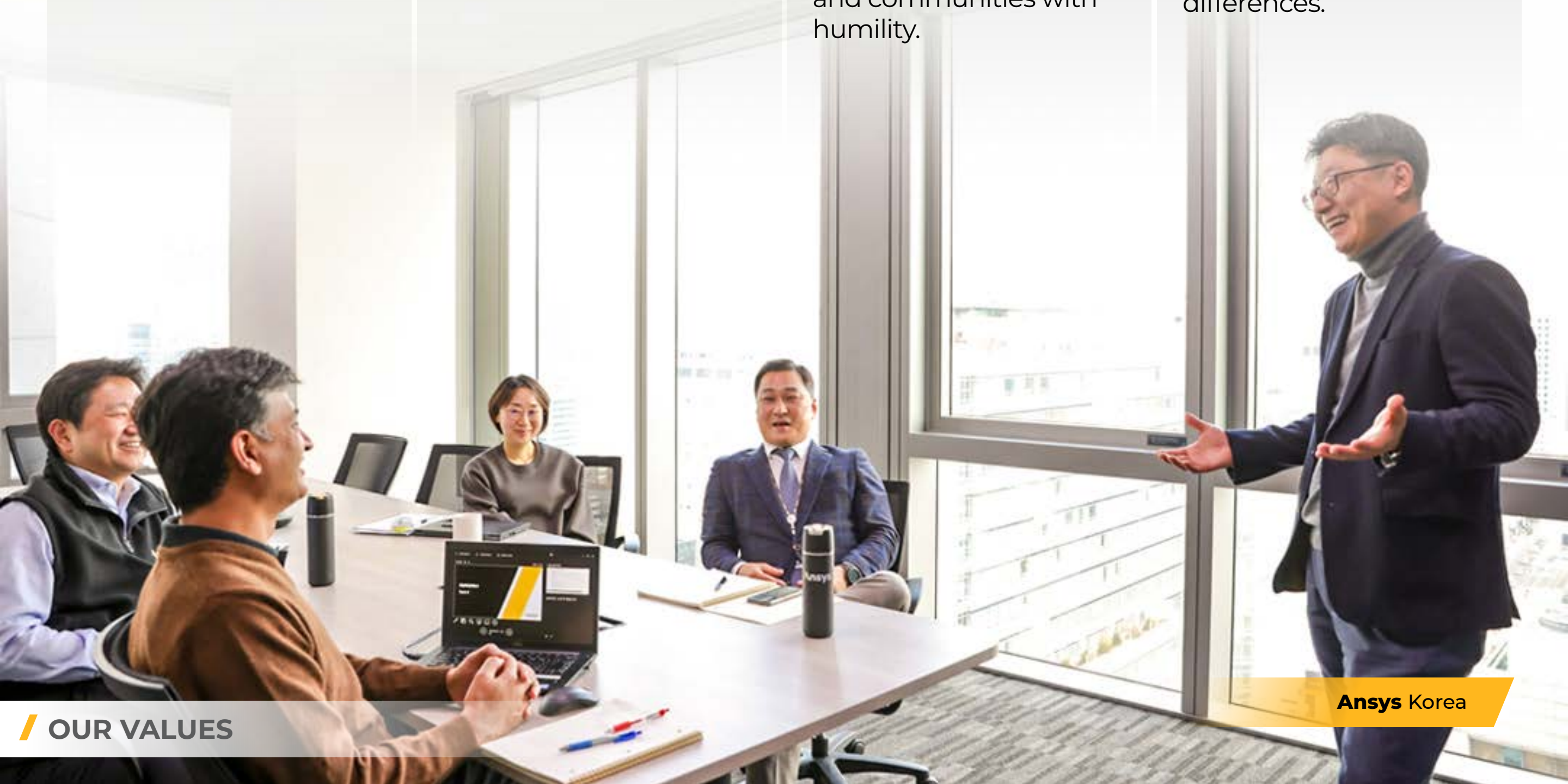
Be generous: Share, listen, serve.

We give our time, resources, and knowledge for the betterment of all. We serve each other, our customers, partners, and communities with humility.

Authenticity

Be you: Make us stronger.

Our diverse perspectives solve problems. We grow as a team by empowering each other and respecting our individual strengths and differences.





We're all students and teachers

At Ansys, every day is an opportunity to observe and teach, inspire and be inspired. Our growth mindset means Ansys supports all employees with the opportunity to learn, grow, and rise to the ever-changing needs of a complex world.



Be Open

Welcome what's next

Eunhee Kim

Regional Sales Manager
Leader of Infinite Possibilities
Self-Taught Cook

35 YEARS

Joe knows change

Since 1987, Joe has learned much and taught many, attributing his longevity with Ansys to mentors who generously shared their experience and encouraged him to pursue new opportunities and interests.

“The advantage of Ansys today is that there is a huge portfolio with many opportunities.”



Be Open

Welcome what's next

Joe Manich

Operations Director
Ansys Historian
Latino Connection Co-Leader
Intern Advocate

/ Work with global impact

The United Nations calls climate change the “defining crisis of our time.” From unlocking the power of renewable energies to removing orbital debris from space, sustainability pioneers are using the power of Ansys simulation in their fight against the world’s most unifying challenge.

Learn more at ansys.com/earth-rescue.



Be Courageous
Move forward passionately

/ OUR MISSION

Bringing the best together

To be ready to solve our customers' ever-evolving issues, we continually expand our capabilities through the strategic acquisition of industry-leading companies and the expertise of their incredibly talented people.

50 years of simulation, innovation, and leadership

29

STRATEGIC
ACQUISITIONS

\$5B+

INVESTED IN
ACQUISITIONS



Be Courageous
Move forward passionately

/ Committed to education

To help ready the next generation of engineers, Ansys engages with students at every level through the Ansys Academic Program. We also support continued education for engineers throughout their career with free massive open online courses (MOOCs) offered by universities and our own Ansys Innovation Courses.

2.5M+

**FREE STUDENT
PRODUCT
DOWNLOADS**

400+

**STUDENT
COMPETITIONS
SPONSORED BY ANSYS**

200+

**STUDENTS
ACCEPTED
TO INTERNSHIP OR CO-OP
PROGRAMS EACH YEAR**

250+

**FREE INNOVATION
COURSES TAKEN**

500+

**STUDENT TEAM
PARTNERSHIPS**



Be Generous
Share, listen, serve



Ansys France

/ Supporting our communities

We believe good corporate citizenship requires active participation in the communities where our offices are located. We receive so many benefits from our neighbors and are committed to giving back to them.



Be Generous
Share, listen, serve



Diversity Champions
at Ansys HQ, USA

Our differences make us stronger

At Ansys, we know that diverse thinking leads to better outcomes for our customers. We are committed to creating and nurturing a workplace that fuels this thinking by recognizing all dimensions of diversity and fostering inclusion, equity, and belonging.



Be You
Make us stronger

/ Bring yourself to work

Employee resource groups (ERGs) give employees the chance to support and learn from one another by hosting inclusive conversations, promoting allyship, and raising awareness of employees' lived experiences.



Global ERG leaders

Ansys
Black
EMPLOYEE NETWORK

Ansys
(dis)ability
network

Ansys
Latino
Connection

Ansys
Pride
ALLIANCE

Ansys
Veterans

Ansys
Women
IN TECHNOLOGY



Be You

Make us stronger

A grayscale photograph of two men in conversation. The man on the left is in profile, wearing a dark sweater. The man on the right is facing him, wearing a dark sweater over a striped collared shirt. In the background, the Ansys logo is visible on a wall, and a banner reads "Leading t" and "#1 ENGINE SIMUL" with "OFT" below it. A large orange diagonal stripe is on the left side of the image.

Ansys

OUR ACTIONS

Putting our values into action to create real change in the world around us.

Being part of the Ansys team means committing to audacious goals that require mastery and teamwork to deliver outstanding results.

/ Ansys in action: delivering results

Powering zero-carbon jets

Ansys supports research led by the University of Central Florida to accelerate aviation sustainability. During this project, eight different organizations will come together, including Ansys, to develop new ways to use non-carbon-based fuels for aviation.

Protecting Earth from asteroids

Known as Earth's first planetary defense test mission, NASA's Double Asteroid Redirection Test (DART) determined mankind's ability to alter the path of a hazardous asteroid, should one ever be headed toward Earth. The early mission planning performed by Johns Hopkins APL relied extensively on Ansys Systems Took Kit (STK).

Racing against cancer

By applying Ansys simulation to speed development, TibaRay is accelerating the realization of a groundbreaking radiation therapy (RT) system that will irradiate tumors 400 times faster than today's conventional RT, ultimately providing an essential contribution to curing cancer.

/ Mastery in action

Creating space for makers

Located on the Carnegie Mellon University campus, Ansys Hall is a four story, 36 thousand square foot mixed-use building that incorporates a maker assembly space with immediate access to the outdoor Maker Courtyard, student collaboration space, classrooms and offices.



**Ansys Hall at
Carnegie Mellon University**

Inspiring future engineers (and racers)

F1 in Schools Ltd. is a nonprofit created to raise awareness of STEM through the appeal of Formula One racing. With support from the Ansys Academic Program, this competition offers kids the chance to learn fundamental engineering skills with simulation.

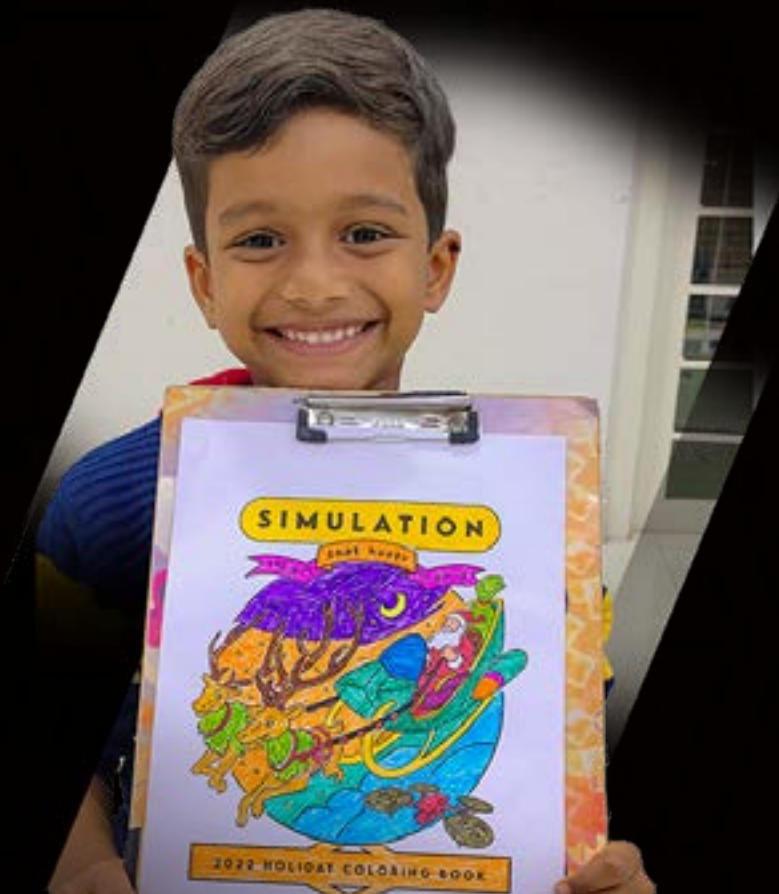
Promoting women-led engineering

Funded by Ansys and Cummins, the Cummins College of Engineering for Women in Pune, India, promotes the development of female engineers by providing one of the few facilities in the country to foster a culture of innovation for women.

/ Teamwork in action

Breaking the Bias for Working Parents

At Ansys, we pride ourselves on creating a culture where parents do not have to choose between working in a career they love or caring for their families. Strong support from management and flexible work hours make it possible to do both successfully.



Somashekar Kota's son, Vedansh Aryan (age 6), and his coloring contest submission

Celebrating Black STEM Leaders

Hosting employee discussions around the Black experience in business, acknowledging the critical contributions of Black technologists, and serving on the Board of Corporate Affiliates for the National Society of Black Engineers are a few of the ways support and honor each other.



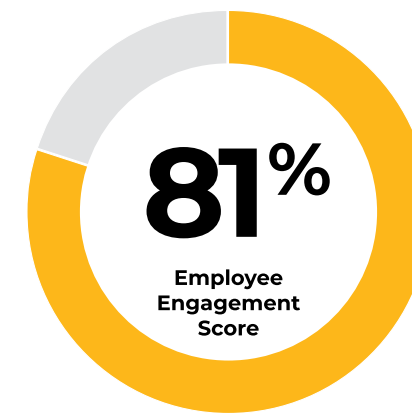
Louis Major Sr. and Lou Major Jr. Multigenerational Sales Professionals

Investing in our people and ONE Ansys culture.

Our workforce on December 31, 2022:

5,600
FULL-TIME EMPLOYEES

86
GLOBAL LOCATIONS



(2022 Engagement Survey)

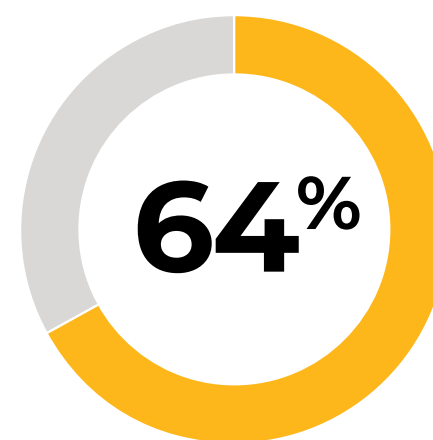
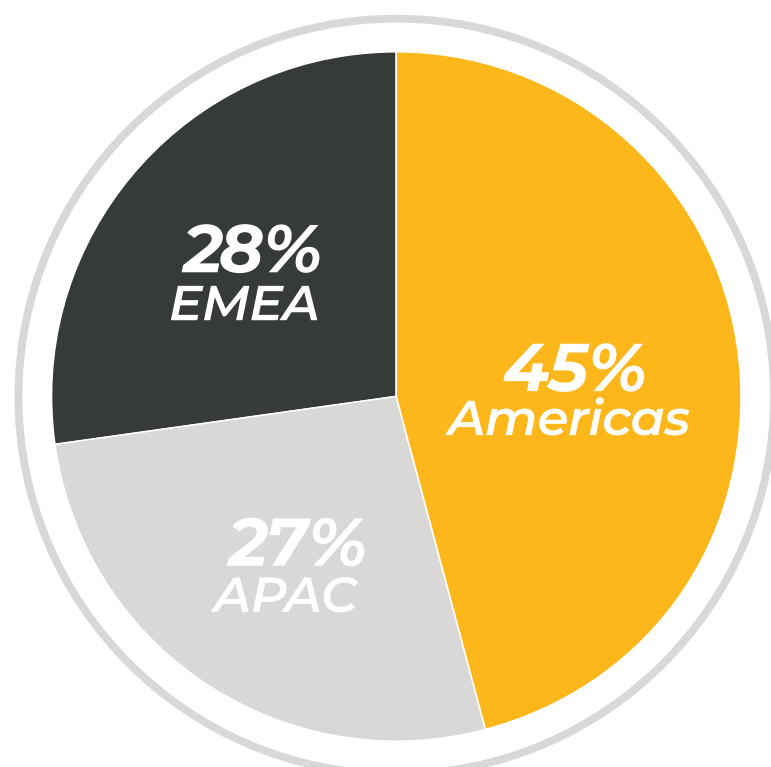
Employees by Function:

2,100
PRODUCT DEVELOPMENT

2,700
SALES, SUPPORT & MARKETING

800
GENERAL & ADMINISTRATIVE

Employees by Region:



EMEA employees covered by works council or collective bargaining agreements

Creating a place we're proud to be



AWARDED
CHINA
GREECE
FRANCE
INDIA
JAPAN
KOREA
SPAIN
SWEDEN
TAIWAN
UK

ONE/Ansys

Ansys powers innovation that drives human advancement.

COMMITMENT + VALUES + ACTIONS = ONE/Ansys

