



FY 2019

CORPORATE
RESPONSIBILITY
REPORT

A large graphic on the right side of the page. It features a diagonal yellow stripe. To the right of the stripe is a 3D visualization of a gear and a mesh, with colors ranging from blue to red. The number '50' is prominently displayed in white with a shadow effect.

50

YEARS OF INNOVATION

1970 - 2020

AT ANSYS WE HAVE BUILT A
CULTURE OF WINNING
THE **RIGHT WAY**



At the heart of that culture is an unparalleled commitment to our people, our planet and our practices.

Our ONE Ansys team – the more than 4,000 professionals around the world who personify this winning culture – are at the cornerstone of our sustainability efforts.

They develop engineering simulation solutions that are helping customers across industries to create better, safer and greener products. These products, for example, are helping to reduce our reliance on fossil fuels by taking greater advantage of greener or renewable resources. The industry has recognized that dedication by naming Ansys to Newsweek's inaugural list of America's Most Responsible Companies.

Our focus on environmental, social and governance topics resonates with our customers and partners around the world. It also means a great deal to our employees. Employee engagement is high, based on our internal surveys and from external sites. Our attrition rates are in the single digits. FastCompany recognized us as one of the best workplaces for innovation in 2019. And 2020 Women on Boards recognized the gender diversity of our board of directors naming Ansys a winning "W" company for 2019.

Through the power of simulation – combined with our winning culture – we have an incredible opportunity to improve lives around the world. I am proud of our accomplishments, yet I know we have only scratched the surface of what is possible. I encourage you to learn more about our commitment to a more sustainable future in this report.

A handwritten signature in black ink, appearing to read 'Ajei S. Gopal'. The signature is stylized and fluid, with a long horizontal stroke extending to the right.

Ajei S. Gopal - President and CEO

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 2019 Form 10K that can be viewed at <http://investors.ansys.com/financials/sec-filings>. 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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/ WHAT WE DO

Ansys is the global leader in engineering simulation software and services widely used by engineers, designers, researchers and students across a broad spectrum of industries and academia, including aerospace and defense, automotive, electronics, semiconductors, energy, materials and chemical processing, turbomachinery, consumer products, healthcare, and sports. Our growth and financial strength reflect our leading technology position and commitment to innovation.

Ansys simulation software, coupled with our team of applications experts and global support network, is the key to:

Lower Development Costs

We help customers get to an accurate answer faster, so they can do more in less time while using fewer resources than before.

Reduce Time to Market

Our software can drastically shorten development time and prototype iterations.

Optimize Product Performance

We help our customers to enhance product reliability, performance and safety.

AWARDS AND RECOGNITION





/ PRIORITY AREAS

We continue our Corporate Responsibility (CR) journey with the key themes of People, Planet and Practices. Formal and informal engagement with our stakeholders both inside and external to Ansys provides continuous guidance in evolving and reporting on our priority areas. We are also guided by the assessments of the agencies working on Environmental, Social and Governance (ESG) topics, as well as standards for the industry developed by standard setting organizations.

PEOPLE Culture // Employee Development and Engagement // Diversity and Inclusion // Community Relations

PLANET Clean Technology Contributions // Environmental Resource Management

PRACTICES Innovation // Customer Relations // Governance // Business Ethics and Integrity // Distribution Channel // Data Security and Data Privacy // Human Rights Policy

/ GOVERNANCE AND MANAGEMENT

Our CR program is managed by a committee of select senior leaders from our Human Resources, Finance, Industry Marketing, Investor Relations, Legal, Procurement and Facilities departments. Our General Counsel chairs this committee. The committee oversees our CR program.

Our committee members also support the relevant CR topics their respective departments can influence positively through committed time and resources. Specialized teams within Ansys manage topics including innovation, customer relations, distribution channel, data security and data privacy.

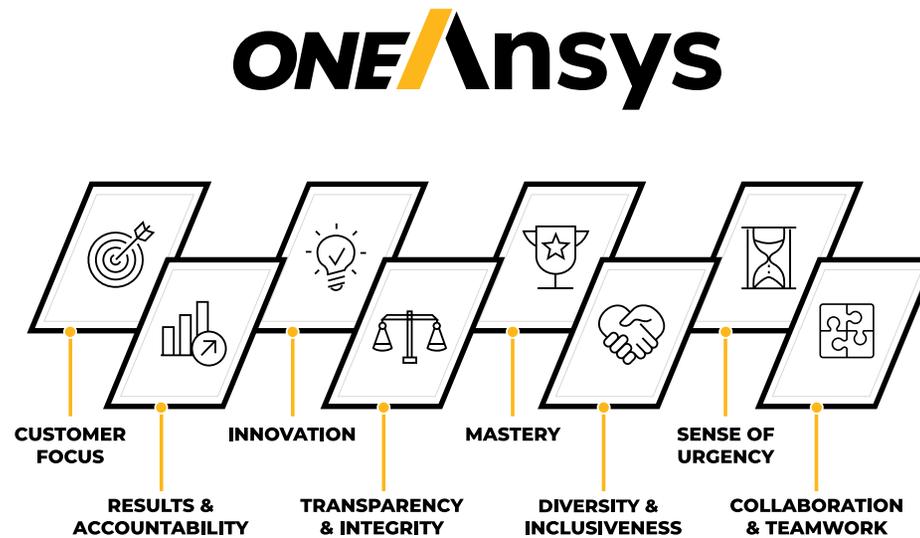
The committee reports progress to the CEO and to the board of directors, which has oversight of our CR activity through its Nominating and Corporate Governance Committee.



/ PEOPLE

CULTURE

Culture and values are essential to Ansys. Our culture is defined by an eight-point agenda which helps us bind the common goals of the company, our people and our customers. These cultural tenets relate closely to the ESG principles and make us one combined force reaching a common goal:



EMPLOYEE DEVELOPMENT AND ENGAGEMENT

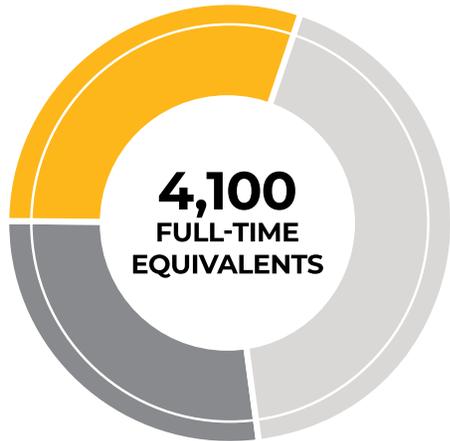
Establishing a winning culture requires ongoing development of our organizational and leadership capabilities. We generally support development of our employees by providing continuous professional development and tuition assistance, conducting annual individual assessments, and by encouraging feedback on performance continuously. We also drive a wide variety of focused initiatives specifically designed to support employee development. These include our Women in Technology group, annual talent reviews and succession planning, emotional intelligence trainings, and company-sponsored education programs, such as those within our Ansys Learning Center.

Developing our employees helps keep employees engaged and excited about their future at Ansys. It also helps mitigate risks associated with employee retention and keeping up with rapid technological and social change.

Employee feedback and engagement is critical to the success of Ansys. We conduct annual global employee engagement surveys with the goal of using the feedback to improve the work environment and employee satisfaction and engagement.

Employee feedback is important in the areas of future vision, recognition, communication, leadership, and growth and development. Managers are active in communicating results to their teams and involving employees in the action planning process. The learnings from these surveys will help Ansys continue to drive improvements in these key areas. Our 2019 engagement survey was a pulse-survey focused on engagement and behavioral change. We improved our engagement score from 77% in our 2018 survey to 79%.

WORLDWIDE EMPLOYEES BY REGION



■ 29% EMEA ■ 27% APAC ■ 44% AMERICAS

(As of December 31, 2019)

79%

ENGAGEMENT SCORE

(Employees rating Ansys favorably on engagement priority items in our 2019 survey)

5.6%

VOLUNTARY EMPLOYEE TURNOVER RATE (2019)

8.3%

TOTAL EMPLOYEE TURNOVER RATE (2019)

4,100

FULL-TIME EQUIVALENT

Full Time Equivalents (as of December 31, 2019)

1,500

FULL-TIME EQUIVALENT IN PRODUCT DEVELOPMENT ORGANIZATION

(Full-time equivalent as of December 31, 2019, most of whom hold advanced degrees and have industry experience in engineering, mathematics, computer science or related disciplines)

DIVERSITY AND INCLUSION

For us, diversity starts at the top. Diversity adds value to decision making by incorporating differences in perspective and experience. Diverse directors, management personnel and employees will be able to assess problems from a broader point of view and are more likely to take into account the best interests of all stakeholders.

Gender diversity in particular is among the key performance indicators we track regularly. We are committed to doing more to improve gender diversity everywhere, including at Ansys.

In the US, we reach out to diverse talent in historically black colleges and universities (HBCUs), minority engineering societies, women in technology groups and veterans' organizations.

Around 66% of our employees participated in our first global diversity and inclusion (D&I) survey in 2019. The results of this survey will help in our efforts to fully integrate D&I strategy into our talent management practices.

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 includes elimination of discrimination as a constant guideline and value system for the company.



43%

WOMEN BOARD MEMBERS

(As of December 31, 2019)

21%

PERCENTAGE OF WOMEN ON SENIOR LEADERSHIP TEAM

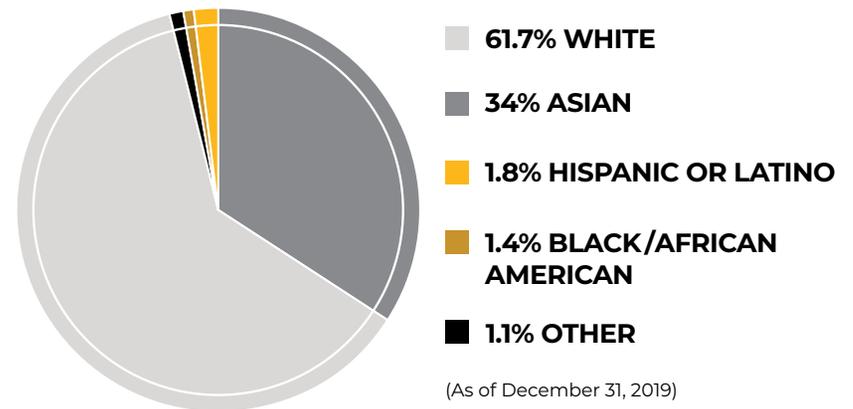
(As of December 31, 2019) Senior executives within two reporting levels of the CEO with responsibilities requiring frequent interaction with the CEO

23%

PERCENTAGE OF ALL WOMEN EMPLOYEES

(As of December 31, 2019)

ETHNIC DIVERSITY (UNITED STATES)



COMMUNITY RELATIONS

We focus our philanthropic giving on supporting and improving the communities in which our employees live and work. This includes supporting the participation of our communities in STEM-oriented activities. We believe that good corporate citizenship requires active participation in the communities in which our offices are located and being a part of our vibrant local cultures around the globe. We receive so many benefits from our neighborhoods, and are committed to giving back to them.

Our philanthropic activities fall primarily in the areas of supporting our employee contributions and volunteer efforts in the areas of STEM, health and human services, public and cultural and scientific affairs. In many cases, our employees are encouraged to champion these activities with Ansys joining in with matching contributions.

In 2019, Ansys provided support to a variety of charities and volunteer efforts which included food relief, children's medical research, and support of STEM through various robotics competitions, makers spaces and educational outreach programs. Additionally, as a premier technology company in Western Pennsylvania, we pledged support to Junior Achievement Biz Town, a learning laboratory for elementary and middle school students. The project is expected to offer students a day-long visit to an interactive, mock town that simulates the day-to-day functions of thriving communities to offer students a real-world learning.

Additionally, Ansys has been a longtime supporter of the Design Lives Here initiative. It is a partnership between WQED Multimedia and the Engineers' Society of Western Pennsylvania. Design Lives Here is a STEM-based education outreach program that promotes learning about engineering via interactive teaching, mentoring, and challenge investigations and explorations.

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. Ansys provides special product versions at no cost to students that are suitable for use away from the classroom, for personal educational use.

During 2019, the free Ansys Student version was downloaded approximately 290,000 times. During this same time period, we sponsored more than 400 student teams building innovative vehicles that competed in Formula SAE, World Solar Challenge, and other similar events globally. This engagement benefits the students by improving their innovation and technology skills while also enhancing preparedness for future careers in engineering.



ANSYS HALL AT CARNEGIE MELLON UNIVERSITY

STEM education remains a key element of our ESG focus. Ansys Hall, a new engineering building complete with state-of-the-art maker space, was inaugurated on the campus of Carnegie Mellon University (CMU) in November 2019.

The building also includes classroom space, student space for individual project collaboration, space for simulation and training, conferencing space as well as office space for the partnership program and the College of Engineering.

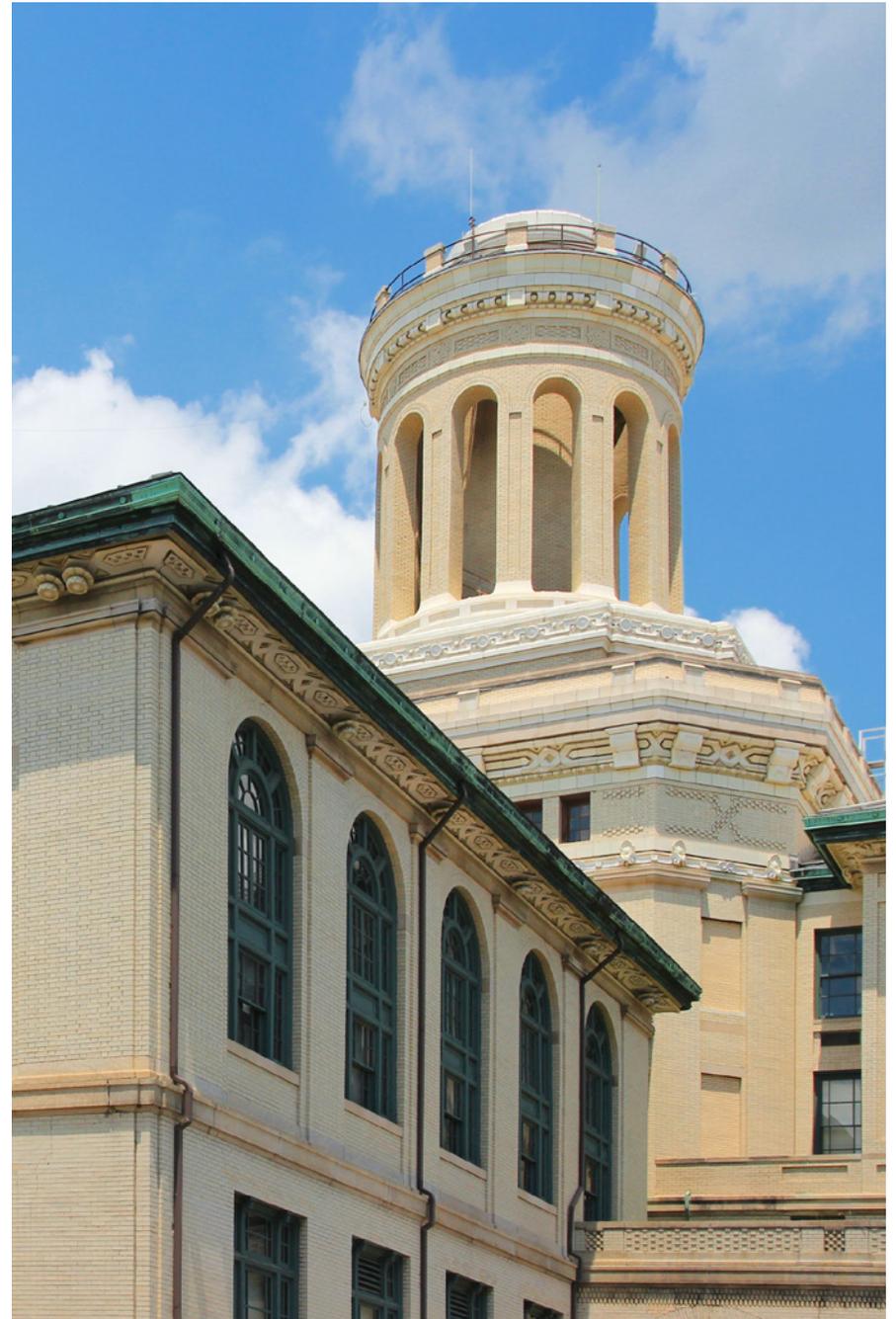
Ansys Hall celebrates the maker culture at CMU and at Ansys. As part of our partnership with CMU, we are providing students with access to the Ansys portfolio, enabling them to prepare for life outside of academia by solving real-world engineering challenges.

270,000

**AVERAGE NUMBER OF FREE STUDENT PRODUCT
DOWNLOADS PER YEAR IN LAST THREE YEARS**

400+

**NUMBER OF STUDENT COMPETITION TEAMS
SPONSORED BY ANSYS IN 2019**





CLEAN TECHNOLOGY CONTRIBUTIONS – OUR PRODUCT HANDPRINT

Ansys develops, markets and supports engineering simulation software used to predict how product designs will behave in real-world environments. Ansys solutions support our customers in their efforts in sustainability and concerns over climate as well as improving the efficiency, performance and durability of products. This has the positive effect of reducing total material use, increasing energy efficiency, reducing greenhouse gas emission, supporting the circular economy and increasing operational performance.

Through simulations we support our customers' investments and innovation to develop and use low-carbon energy, and accelerate their pivot to electrification of transportation, buildings and industrial processes.

This phenomenon of positive impact is referred to by experts as net positive or product handprint.

We believe that arguably most of our revenue impacts design optimization and production, operation of low carbon products or innovations that result in reduced emissions as well as material and energy use.

More particularly, we derive revenue from sales of our solutions to sectors, like automotive, industrial control, nuclear, wind energy, and hydropower, to name a few, that could benefit the environment with lower emissions and reduced energy and water use. The global push to reduce carbon emissions and decarbonize energy production and usage demands new products and processes.

Our engineering simulation software enables development of products that are more green and energy efficient. Our solutions assist with a systemic change towards helping with global efforts on carbon avoidance.

SUPPORTING CIRCULAR ECONOMY (CE) THROUGH MATERIALS INTELLIGENCE

In 2019, we completed our acquisition of Granta Design and welcomed Granta to Ansys. The Granta team works extensively on the circular economy, including as part of the Circular Economy 100 (CE100) group.

Circularity is all about maintaining materials in flow – minimizing extraction of new materials and waste. In the words of the Ellen MacArthur Foundation “A circular economy is based on the principles of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems”.

In practice CE has a variety of approaches. CE means designing products to last – displacing the need for a greater number of products on the market. It also means designing products that can be effectively disassembled at the end of use to enable reuse, the remanufacturing of parts and the more effective recycling of materials – decoupling economic growth from resource consumption and minimizing business exposure to price volatility and supply disruptions. In some cases, it also means circular bio-economy approach of shifting from synthetic materials to biological alternatives that do not create an environmental liability for the business.

Circular bioeconomy is a key point of focus today for highly dispersive materials such as ocean plastics. CE at its core has renewable energy use, responsible and regenerative material sourcing and directly supports the achievement of the UN's Sustainable Development Goals.

The CE is relevant to our customers and Ansys as an inevitable economic model for many materials. Commodity price increases led by increasing demand from emerging markets and a growing middle class has made decoupling economic growth from resource extraction a significant economic opportunity for many of our customers.

McKinsey has valued this opportunity at €1.8 Trillion by 2030 for Europe alone. Ansys tools will play an important role in realizing the opportunities of a circular economy by providing materials knowledge and supporting the redesign of many of the products and product systems we used today, from textiles to infrastructure.

Ansys tools support technologies such as autonomous vehicles, which may unlock significant circular economy opportunities by capitalizing upon the 92% of time that most vehicles sit idle outside our homes and businesses.

Granta tools and other Ansys solutions contribute to circularity by helping our customers design for durability and increased efficiency, remove waste, and apply new technologies (such as 3D printing).

Granta is proud to be one of the oldest members of the Circular Economy 100, to have been one of the original signatories of the New Plastic Economy Global Commitment and to have actively supported the integration of Circular Economy principles into design and engineering workflows over the past decade. In particular, Granta worked with the Ellen MacArthur Foundation to develop metrics to determine circularity of a product.

ENVIRONMENTAL RESOURCE MANAGEMENT

Ansys operates in facilities and data centers globally. Except for a small number of owned facilities in the US and one in India, the company and its subsidiaries lease office space in various locations throughout the world. Accordingly, our ongoing sustainability initiatives at our facilities and data centers are aligned with the suitability of such initiatives to each location.

We are committed to pursuing creative and cost-effective solutions and to save energy and water and to recycle waste at our facilities and data centers. These measures may vary across offices based on the locally available resources and opportunities. As an example, in our Pune, India office, we reuse treated wastewater for watering the garden and greenery around the office.

Our energy saving measures include motion sensitive lighting, night/weekend HVAC setbacks, LED lights, and free-cooling or cool aisle containment for data centers. Our water conservation measures include aerators for faucets and low volume flush valves. Our waste related measures generally include recycling of IT equipment and computers, paper and other waste, reducing paper consumption and plastic cup usage, and use of green-certified materials for new interior construction work. At multiple locations, we have 'bike to work' initiatives. Our newly built roof-top solar system at our Pune, India office became operational in 2018. In the same year, our Sheffield, UK office relocated to a building with a green certification.

As described in more detail in our Environmental Sustainability Program Statement, we support green building standards and operations across our global sites, including priority consideration for green building certifications and installation of both standard and creative site-specific green initiatives in the operation of our facilities.

These measures in our global offices will be aligned to the locally available resources and opportunities. We endeavor to select electronic waste disposal providers that ensure that electronic waste is disposed of in an environmentally friendly manner. We strive to explore local opportunities for procuring electricity from renewable energy sources at our global facilities.

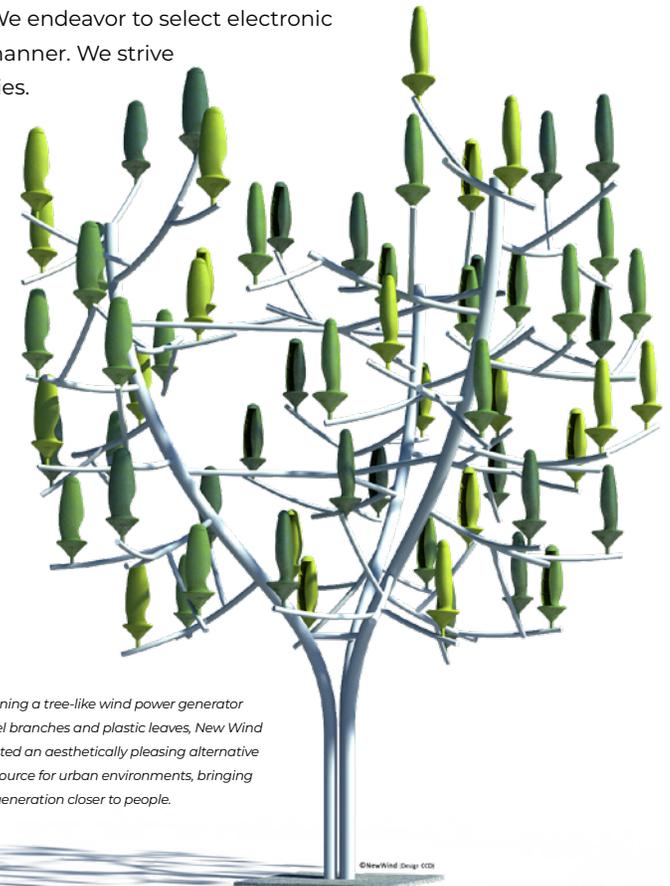
We strive to shift our data center use to highly energy efficient providers with a proven track record of sustainability. We set expectations for our key vendors through our procurement selection processes. Each year, we ask our vendors to certify their allegiance to responsible use of resources in the supply of their products and services to Ansys.

Notably, our headquarters in Canonsburg, USA is LEED-certified, as well as our Beijing, Chengdu (sales office) and Shanghai, China, and Hyderabad, India offices. We are currently expanding worldwide our initiative of using green construction materials for the interiors of new office projects.

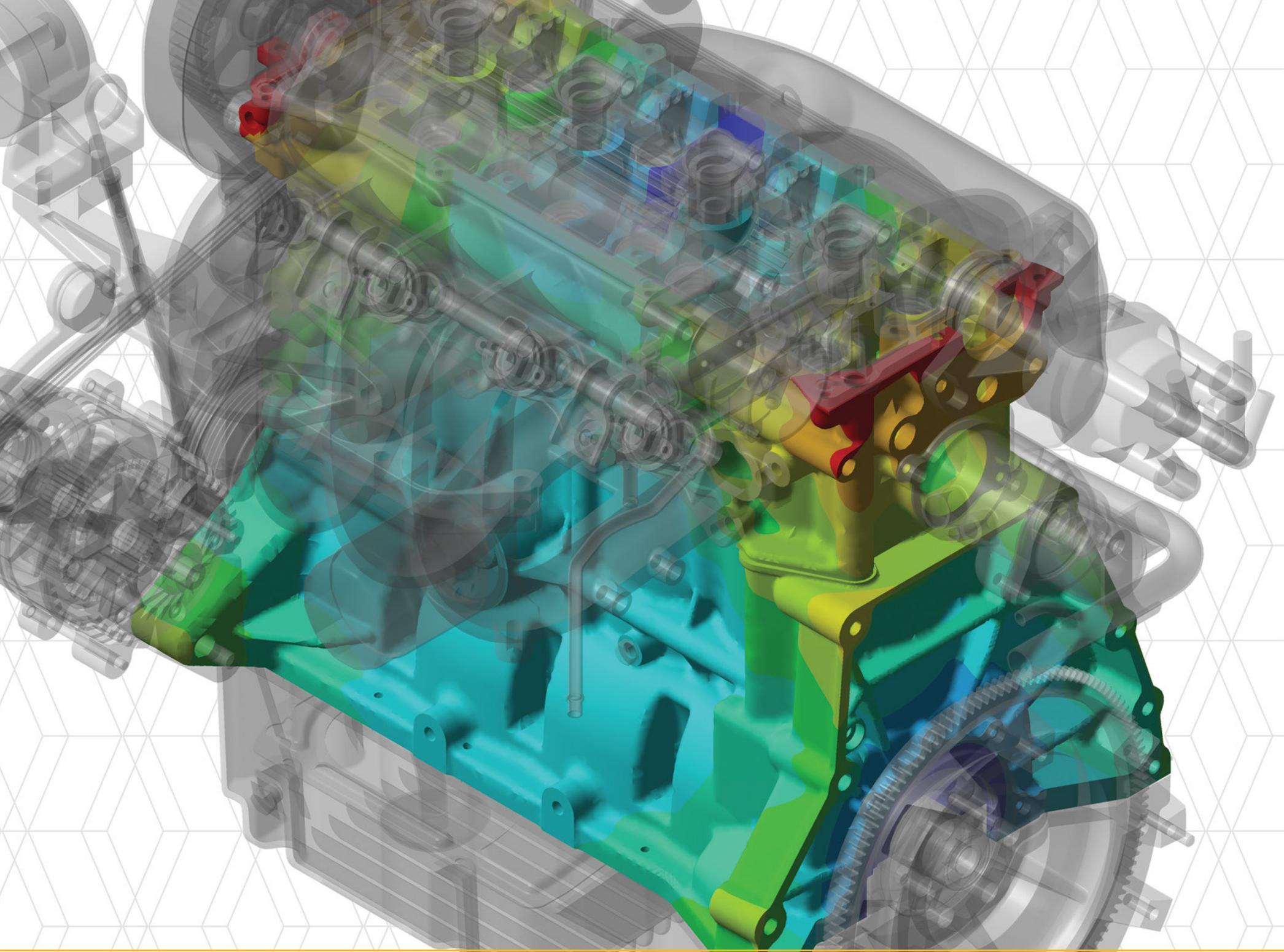
34%

ESTIMATED EMPLOYEES WORKING FROM GREEN-CERTIFIED BUILDINGS OR FACILITIES ACCESSING GREEN ENERGY IN WHOLE OR IN PART

(As of December 31, 2019)



By designing a tree-like wind power generator with steel branches and plastic leaves, New Wind has created an aesthetically pleasing alternative energy source for urban environments, bringing energy generation closer to people.



/ PRACTICES

INNOVATION

Innovation is one of our eight Ansys values. Our growth and financial strength reflect our leading technology position and commitment to innovation. This commitment to innovation ensures that we continue our progress toward our goal of enabling Pervasive Engineering Simulation™, the trend of simulation being adopted across the entire product lifecycle, empowering engineers to imagine and evaluate more design options.

Our Product Strategy is Based on Pervasive Engineering Simulation

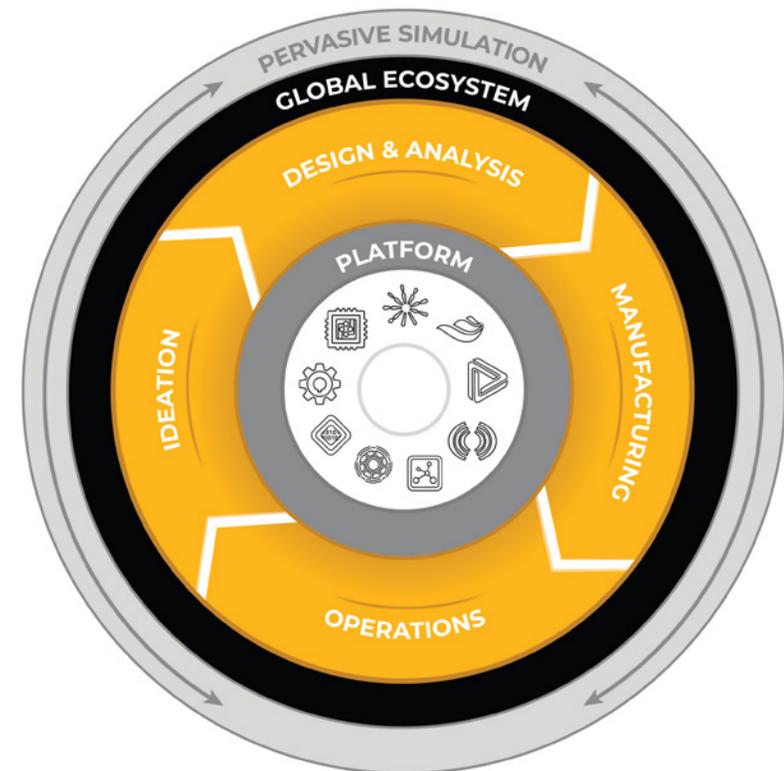
Pervasive Simulation Is:

- Integration across all physics on a single open platform
- And the injection of simulation into partner ecosystem

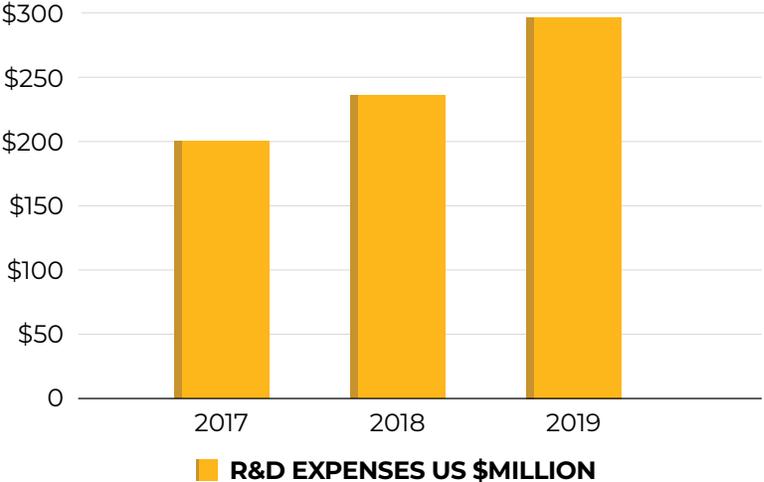
Our Product Strategy:

- Continuing investment to extend leading positions in all physics
- Leveraging and expanding platform to drive deeper client relationships
- Selectively targeting highest-growth market opportunities
- Accelerating opportunities and growth through world-class ecosystem

We make substantial investments in research and development and emphasize frequent, integrated product releases. In the last three years, we invested more than 18% of our revenues into research and development, expanding the ease of use and capabilities of our broad portfolio of engineering simulation software products.



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.



\$298.2M

TOTAL R&D EXPENSES (FY2019)

19.7%

R&D EXPENSES OF TOTAL REVENUES (FY2019)

CUSTOMER RELATIONS

We help the world's most innovative companies deliver radically better products to their customers. Our diverse customer base is comprised of global leaders, small and mid-market companies, startups, academic institutions and government institutions.

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

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

To assess the current health of the relationship with our customers, we use the Net Promoter Score (NPS) as our metric. The NPS is a quality system management tool that can be used to gauge the loyalty of a firm's customer relationships. It serves as an alternative to traditional customer satisfaction research. The NPS is obtained by asking customers a single question *"How likely are you to recommend Ansys products and services to a colleague?"*

Our go-to-market strategy continues to yield strength through diversity of customers, channel partners, industry mix, geographies, and types of licenses.

To address the demands of our diverse customer base, we adopted the strategy of investment in our core technologies, aimed at continuous improvement in the accuracy and usability of our multi-physics tools, and attention to adjacencies important to our customers, including functionalities supporting digital exploration, additive manufacturing, digital twins, and autonomous vehicles.

DATA SECURITY AND DATA PRIVACY

Ansys Privacy and Information Security teams work closely to identify and address potential risks to the security of the data we hold and process. Ansys is committed to working to protect the data our customers, partners and employees provide to us through appropriate security and privacy practices.

Our Information Security Office (ISO) is passionate about security and committed to delivering and maintaining a global enterprise information security program.

Our cybersecurity program, governed by a cross-functional cybersecurity committee that is chaired by the CFO and General Counsel, is designed to identify, prioritize and address security risk under the NIST framework.

Our Global Information Security Director oversees IT security for Ansys. Our security teams regularly monitor and improve the program to combat the ever-changing threats and to help embrace our values and commitment to our customers.

Our approach is intelligence-driven and risk-based. This permits our business leaders to effectively prioritize and mitigate risk to protect what matters most.

Maintaining this program is possible only by promoting the right company culture through our employees and partners and by fostering a sound partnership with our Global Data Privacy Director, our Senior Leaders as well as our Board of Directors. The Audit Committee, a function within the Board of Directors, provides oversight for our security program and receives a cybersecurity update each quarter.

Regular vulnerability assessments are paramount for data security. The assessments seek to uncover holes attackers can find and use to penetrate our walls. We conduct vulnerability scans on our internal and external assets followed by availability testing then remediation to close the security gaps.

We also employ third party quarterly penetration testing to attempt to verify closure of known vulnerabilities and uncover advanced, unknown vulnerabilities scanning tools cannot detect. This includes human vulnerability testing commonly exploited through phishing and advanced spear-phishing techniques.

Employees are our first line of defense. Our cybersecurity awareness and training function's primary focus is to maintain a cyber-risk culture through a cycle of education, testing and performance measuring, with the goal of crossing the finish line with improvements. Our program begins with training new employees in cybersecurity as they join Ansys, followed by awareness communications and other continuous training sessions throughout the year.

We use a variety of initiatives to educate our teams, including quarterly incentive programs to recognize employees for their contributions to our security program. These elite employees are recognized as our Security Champions. To reach this elite status requires sustained dedication and contribution to our security program. The initiatives provide our employees with a clear escalation process to report potential threats allowing us to quickly adjust our defenses.

The 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 Information Security team, IT and Ansys leadership, the privacy team seeks to ensure that our global privacy program addresses the needs of Ansys and our customers, partners and employees.

One of the key ways we work to improve privacy at Ansys is to provide guidance for cross-functional and strategic initiatives to incorporate data privacy and risk mitigation concepts, in accordance with the Ansys Privacy Notice and our customer disclosures and consents.

Privacy is a priority of our employees, and we strive to keep it so by providing tailored training and awareness opportunities to our teams. We also prioritize privacy compliance by our vendors and partners by seeking to implement appropriate policies and procedures, as well as contractual obligations for data processors we engage. 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, the Privacy team will seek to ensure that our privacy program keeps pace with the priorities and goals of the business.

In addition to protecting the data we hold, Ansys endeavors to provide transparency and, to the extent applicable, choice in how we process data.

Our Ansys Privacy Notice outlines our approach of general use and secondary uses of data in specified circumstances covered by legitimate interest-based processing, including sharing of data with vendors and partners. The Privacy Notice also sets forth our approach of consent-based processing where consideration ought to be provided to honoring opt-outs and limiting the use and sharing to the extent permitted by the consent. For more detailed information on how Ansys endeavors to protect data across the organization, please consult the Ansys Privacy Notice at www.ansys.com/privacy.

DISTRIBUTION CHANNEL

We distribute our Ansys suite of simulation technologies through a global network of independent resellers and distributors (collectively, channel partners) to augment our direct sales offices in strategic global locations. This channel partner network provides us with an effective local distribution channel as well as technical support. We also use highly specialized channel partners where needed.

We are committed to the same high-quality standards for both our direct and indirect channels.

Our channel partner certification process helps ensure each channel partner has the appropriate capabilities to effectively represent our expanding product lines and to provide an acceptable level of training, customer support and consultation to users of Ansys products. We use predefined customer support metrics which are inspected and measured via a customer survey and partner scorecard for all our channel partners.

We engage with our channel partners through multiple activities, including quarterly business reviews, workshops and seminars to ensure clear and effective communication is taking place.

22.9%

REVENUE THROUGH INDIRECT SALES CHANNELS (FY2019)

GOVERNANCE

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

Our actions towards Board independence include:

- Independent Chairman
- Separate CEO and Chairman roles
- 85% independent directors on the Board
- Majority voting in director elections with resignation policy
- 100% independent committee members
- Robust Board evaluation process
- Annual Say-on-Pay Vote
- 43% women board members
- Independent director meetings without management present

BUSINESS ETHICS AND INTEGRITY

Integrity and ethical conduct are fundamental to our long-term success. When conducting business on behalf of Ansys, we must not only comply with the rules and regulations that apply to our business, but we must make sound ethical business decisions that uphold the reputation and integrity of Ansys and all of its employees.

Coverage: Our Code of Business Conduct and Ethics (“Code”) applies to all employees, officers and directors of Ansys and its worldwide subsidiaries. All of our channel partners authorized to market and distribute Ansys products, as well as our notable suppliers and service providers, are required to conform to ethical practices as part of the contracting process.

Scope: Our Code is publicly available on our corporate website as well as on our intranet. The Code defines standards of conduct and guidelines in the following key areas:

- Anti-Corruption
- Anti-Competitive Practices
- Harassment and Discrimination
- Export Compliance
- Conflicts of Interest
- Gifts and Entertainment
- Protecting Confidential Information
- Compliance with Modern Slavery
- Intellectual Property
- Information Security and Privacy
- Insider Trading

Reporting: The Code encourages employees and others to speak up and report any suspected violations of the code via the Ansys Ethics Line, which features:

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

Employee Training: All employees are trained on the Code and workplace harassment when they are hired and complete an annual certification on the Code and related policies. Additionally, all employees are retrained on the Code and workplace harassment periodically. Other training, both in-person and online, is disseminated as needed.

Administration: Ansys board of directors oversees the implementation of the requirements of our Code. Our General Counsel is tasked with overseeing the administration of our compliance program. Our corporate compliance committee consists of senior representatives from human resources, legal and finance, and meets from time to time to discuss and make recommendations related to investigations, conflicts of interests and other compliance business.

HUMAN RIGHTS POLICY

Ansys is committed to respecting fundamental human rights and freedoms as a part of our corporate values. Ansys Human Rights Policy solidifies our support and commitment to prevent or mitigate adverse human rights impacts that are or potentially may be directly linked to our operations, products, or services.

The policy builds on the principles included in our Code to:

- Set forth a set of standards applicable across our global operations
- Identify public conventions that are our signposts
- Governance, reporting and training related to human right concerns
- Promote human rights in context of our employee and customer relationships
- Build on the framework to promote human rights within our vendors and partners

Our commitment to creating safe and healthy working conditions for our employees emanates from the policy. This aspect is the focus of our Occupational Safety and Health Commitment. Please refer our Investors page for our Human Rights Policy and Occupational Safety and Health Commitment.

For further information, please contact our Corporate Responsibility Coordinator at corporateresponsibility@ansys.com

