

ONE/Ansys

We are ONE Ansys. We make the impossible, possible.

/ Culture Book





**/ Changing the
world takes
vision, skill and
each other.**

At Ansys, we solve the most critical design challenges of some of the world's most innovative companies. By accomplishing virtually what would be impossible without simulation, we stand at the furthest frontiers of human achievement. But how do we continually push boundaries? **Together.**

David Fawley

Collaboration Platform Lead



/ From impossible to possible in 8 steps

01. Customer focus

02. Innovation

03. Mastery

04. Sense of urgency

05. Results & accountability

**06. Transparency &
integrity**

07. Inclusiveness

**08. Collaboration &
teamwork**



01. Customer focus

We view the world through the lens of our customers' challenges, and align our resources to help them succeed. Every decision is made with the customer in mind.



Think with giants.

Being part of the Ansys team means you work side-by-side with some of the most respected and innovative companies of our time. Not just one, but many — allowing you to impact the universe in more ways.

Curt Chan

Senior Product Marketing Manager



40,000+

CUSTOMERS **WORLDWIDE**

Including the majority of the top industrial companies on the FORTUNE 500 list.

- / Aerospace**
- / Automotive**
- / Consumer products**
- / Defense**
- / Electronics**
- / Energy**
- / Healthcare**
- / Materials and chemical processing**
- / Sports**
- / Turbomachinery**



02. Innovation

We are passionate about expanding our technology to benefit our customers and are constantly rethinking our processes to drive the continued evolution of our industry.



Create for real people.

Often life-saving or life-transforming, the work we do is not just about what's next, it's about what's right. Our focus on innovation means we are always in pursuit of a better way to improve the real lives of real people.

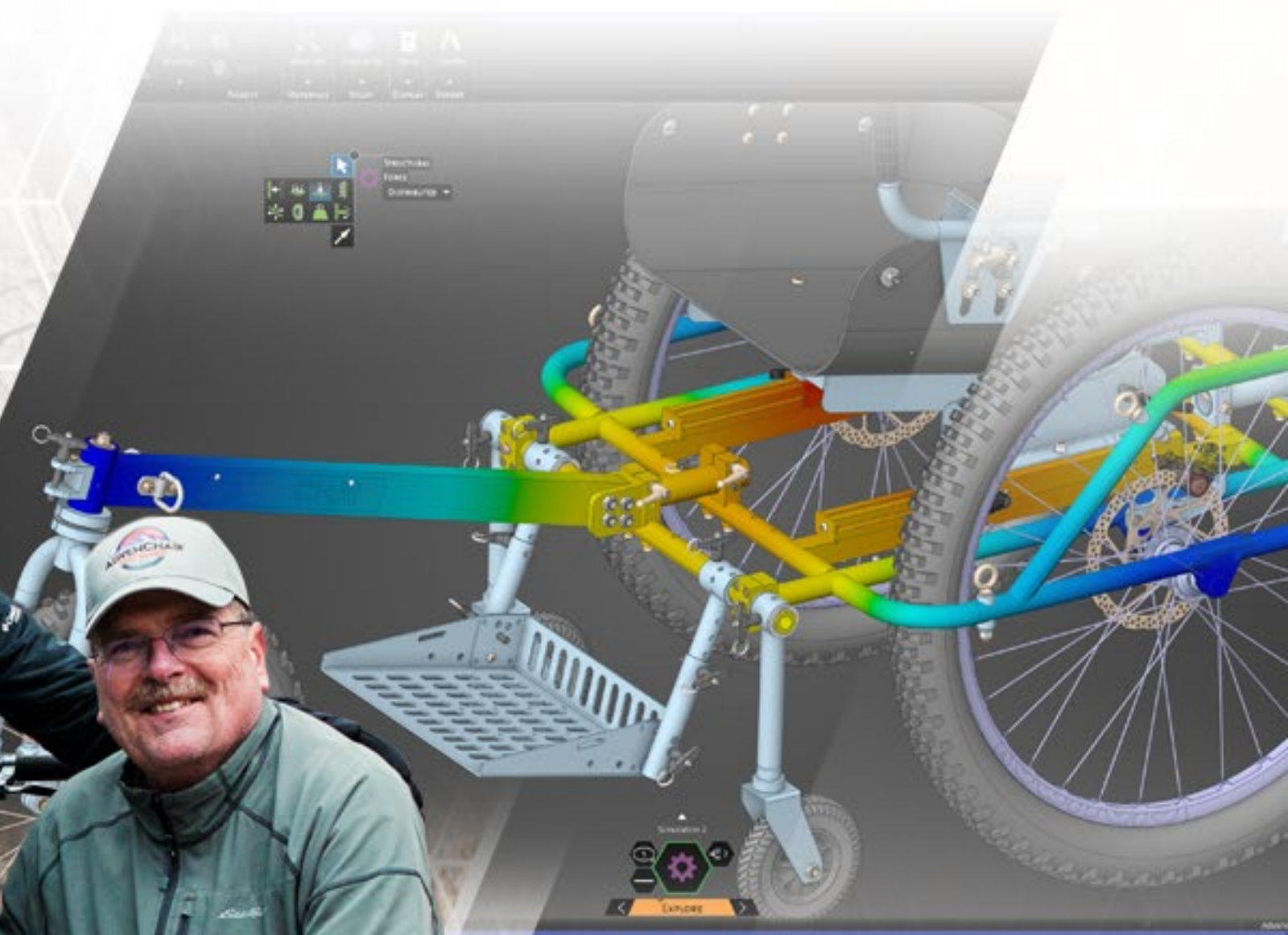
Sujata Bandyopadhyay

Senior Manager, Technical Support

/ Helping Geoff hike again.



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 assess design viability much faster and more safely than physical tests would allow.





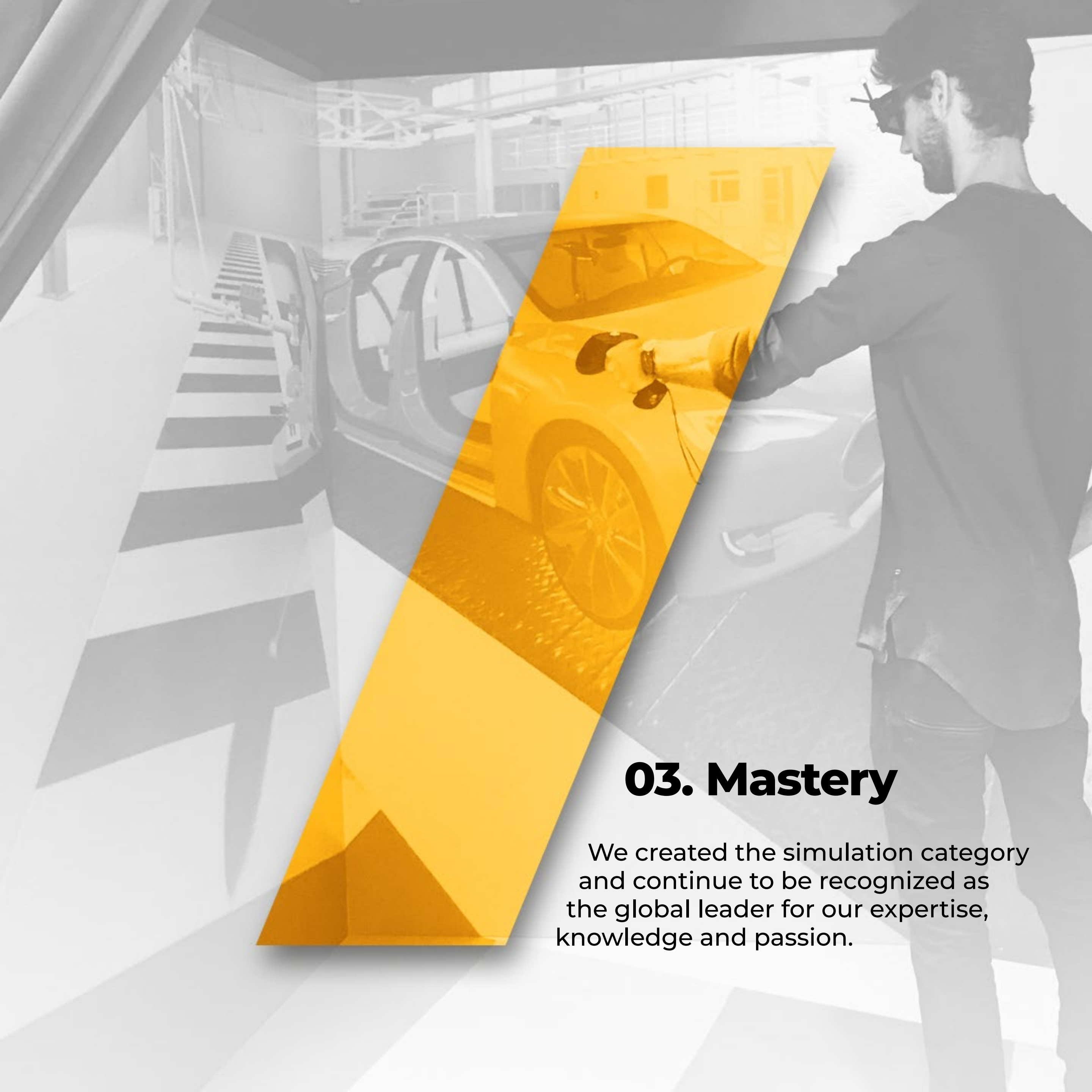
**We build products
before they're built.**

Elizabeth Evans

Senior Product Marketing Manager

/ Ansys is a place to go bigger.





03. Mastery

We created the simulation category and continue to be recognized as the global leader for our expertise, knowledge and passion.

/ Stay curious.

At Ansys, every day is an opportunity to observe and teach, inspire and be inspired. Our commitment to professional development, cross-pollination and investing in the next generation, means we are continually sharpening our individual and collective skills.

450+

PATENTS

750+

PhDs

Nasdaq
TOP 100

S&P Global



Don't be afraid to fail.

“At Ansys, we don't have a culture where there are repercussions if you fail. As an intern, I remember going up and talking directly to the owner of the company and asking questions about the code.”

Al Hancq

Vice President, Product

/ 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.

270,000 **FREE**
STUDENT PRODUCT
DOWNLOADS

400+
STUDENT
COMPETITIONS
SPONSORED BY ANSYS

200+
STUDENTS
ACCEPTED
TO INTERNSHIP OR CO-OP
PROGRAMS EACH YEAR



/ A 40-year legacy.

Dave Conover started as a developer at Ansys in 1980. From coding and debugging, to sales, training and customer support, his significant contributions across departments and over decades is a testament to the rewarding careers possible at Ansys.



Swanson Analytical Systems became Ansys in 1994

“There has always been some new project, something new to learn. Recognizing that change is inevitable and going with the flow has been key to longevity for sure!”

- Dave Conover

Ansys Fellow



Simulation is a superpower.

We help the world's greatest innovators solve their most complex engineering challenges.

Jared Pryor

Manager, Research and Development



04. Sense of urgency

We make decisions quickly to drive successful outcomes for our customers, without compromising safety or responsibility.

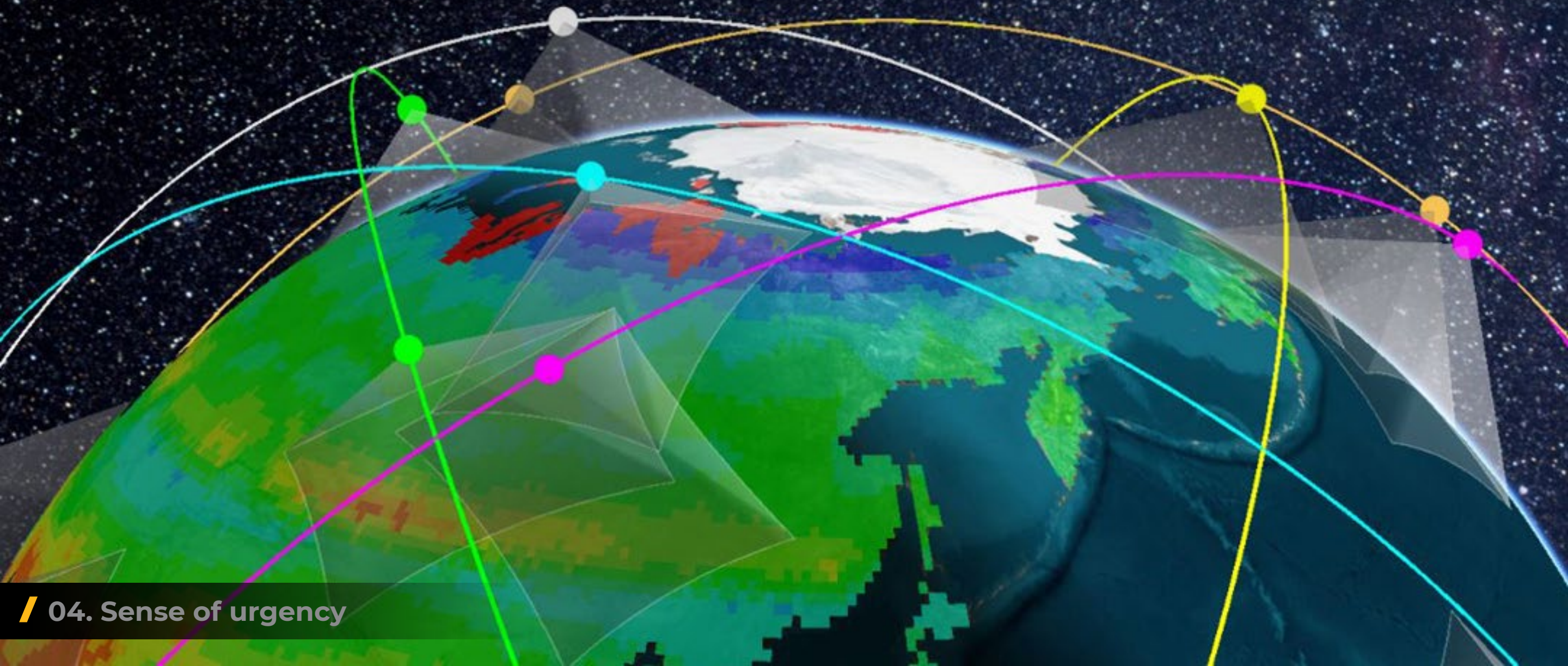
Sprint toward the future.

A space mission in peril. A vaccine to stop suffering. Our customers' work can't wait. Through strategic acquisition of industry-leading companies, we are continually investing in expanded capabilities and complementary talents, so we can solve every challenge faster.



Acquired 2020

AGI empowers users in aerospace, defense, telecommunication and intelligence to simulate across the entire mission, such as tracking the connection between orbiting satellites and ground stations.





“When Ansoft was acquired, I found that both companies were so much more alike than different. We both had very similar roots and values: open, humble, collaborative, friendly — all balanced with a drive to succeed. This culture, and the truly great people who embody it, have kept me here at Ansys.”

13 **ACQUISITIONS**
SINCE 2017

Jen Arnold

Director, Human Resources



/ There is nothing we cannot do.

“We get to wake up every day and conquer something bigger than ourselves. Our culture allows us to be extremely efficient and the most creative, because we are selfless.

What we have here is rare gold. At Ansys, I truly believe, we can make everything work.”

Elaine DiLisio

Regional Sales Director

2020 **SALES LEADER
AWARD**



Go ahead.
Tell us it's impossible.

Ravi Kumar

Area Vice President, Global Channel Sales



05. Results & accountability

We act with the overall goal in mind and challenge each other to do the right thing for Ansys and our customers.



/own it.

Stand beside your work with pride. Sign your name BIG. When you succeed, share how. When you fail, share why. We learn from both.

Purenza Wu

Manager, Finance, Financial Planning and Analysis



06. Transparency & integrity

We encourage collaboration and full transparency in our decision-making to share information through clear and honest communication.



/ Every voice matters.

Each year, employees are invited to complete a short survey on culture-related topics like trust, recognition and training. Together, their observations and suggestions help create the kind of place we all want to work.

89%

**EMPLOYEE
PARTICIPATION**

83%

**EMPLOYEE
ENGAGEMENT**

Joe Manich

Director, Research and Development

/ Some particularly awesome comments from the latest survey.

“In the whole of my career, Ansys is the only employer who has offered this kind of environment. Its commitment to its employees inspires a reciprocal commitment.”

“I am very proud to work for Ansys. It has amazed me that in these trying times, Ansys remains innovative and is stronger than ever.”

“I feel like I’m influencing. I’m contributing to making the lives of other people better.”

“I’m proud to work for a company who’s prioritizing social responsibility. Ansys is a role model.”

“We are making the right moves for our customers and employees. We are having fun competing and winning.”



**/ We asked our employees
to describe our culture in
one word.**



Global Yammer Poll, 2021



07. Inclusiveness

We believe in the value of our differences and nurture a culture where a variety of backgrounds and perspectives make us stronger.



Invite everyone to the table.

Same thinking gets same results. The innovation we are capable of is directly attributed to the diversity, equity and inclusion of our teams.

Tao Zhang

Associate General Counsel

/ Diversity

Our lived experiences, race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical ability, belief systems, ideologies and so much more enable us to embrace differences as strengths that make us better.

/ Equity

We seek to provide everyone with opportunities to grow, develop and participate fully in our success at Ansys by eliminating barriers.

/ Inclusion

Every person should feel and know they belong here. We invite participation from everyone to help make the Ansys community a better place for all.



2020 Ansys interns



Ansys Cotswolds, UK



Ansys Sheffield, UK



Ansys France

/ Bring your whole self to work.

Employee Resource Groups are an integral part of building a sense of belonging. These self-organized, fully inclusive networks give employees with common backgrounds, origins and interests the chance to support and learn from one another.

Ansys
ACCESSIBILITY

Ansys
Black
EMPLOYEE NETWORK

Ansys
Pride
ALLIANCE

Ansys
Veterans

Ansys
Women
IN TECHNOLOGY

Partnerships in diversity, equity and inclusion.





Inclusive leadership.

Our Inclusive Leadership Program helps leaders at Ansys recognize and break biases in decision making, create a culture of inclusion and make better hiring and selection decisions.

“Being a woman in tech, or Black, or Latino, can make it more difficult to move up the corporate ladder. By getting support and visibility internally, we can level the playing field. Promoting our diverse employees will strengthen our business and culture.”

- Paula Moreno

Senior Legal Counsel



08. Collaboration & teamwork

We live on different continents, work in different departments, and have different opinions, but we work together to provide the most amazing solutions for our customers.



Give generously. Accept gratefully.

Share what you know. Ask questions when you don't. Help others and let yourself be helped. At Ansys, the spirit of teamwork is everywhere — even extending beyond our offices, into local communities around the world.

Richard Mitchell

Director, Product Management

/ 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.

50 YEARS 50,000 HOURS

To celebrate a half-century of Ansys, the #50years50000hours volunteer program asked employees around the world to use paid time off to support their favorite community causes.



Ansys USA



Ansys Korea

FEEDING THE HUNGRY

Whether you're spending your day packing groceries or making a heartfelt gift to feed a family, we're all doing our part to reduce hunger in our hometowns.



Ansys France

Ansys USA

“It’s all about teamwork. Here if you contribute to the team goal, you also have time to spare your effort in creative & innovative ways as well.”

- Abhijit Thorat

Manager, Research and Development,
Systems Business Unit

/ Keep looking ahead.

Changing the world is tough.

But we know that anything can be done when we all apply ourselves to the challenge.

As we look ahead, we see a world where simulation unlocks new innovations, where our customers transform the way we live, and where each of us receives the tremendous sense of fulfillment that comes with achieving that which was once thought impossible.



“Ansys is not static. It changes every two to three years. Here, you are on a mission and the whole ecosystem exists to support you.”

- Ravi Kumar Devaki “RKD”

Director, Ansys Customer Excellence



We are ONE Ansys. We make the impossible, possible.

#LifeAtAnsys / #ONEAnsys