

**Ansys**

**CULTURE  
BOOK**





# /Winning the ONE Ansys way



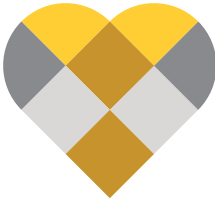

## / OUR MISSION

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

<i>Adaptability</i>	<i>Courage</i>	<i>Generosity</i>	<i>Authenticity</i>
			
<b>Be Open</b> Welcome what's next	<b>Be Courageous</b> Move forward passionately	<b>Be Generous</b> Share, listen, serve	<b>Be You</b> Make us stronger

## / OUR ACTIONS

<u>Commit to audacious goals</u>	<u>Work seamlessly as a team</u>
<u>Demonstrate mastery</u>	<u>Deliver outstanding results</u>

COMMITMENT  VALUES  ACTIONS = **ONE**  **nsys**



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 black and white 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 wearing glasses and a dark zip-up vest with the Ansys logo on the chest. On the right is a man wearing glasses and a dark t-shirt with the Ansys logo. They are all smiling and looking towards the camera. A large, bright yellow diagonal stripe runs from the bottom left corner towards the center of the image.

# OUR COMMITMENT

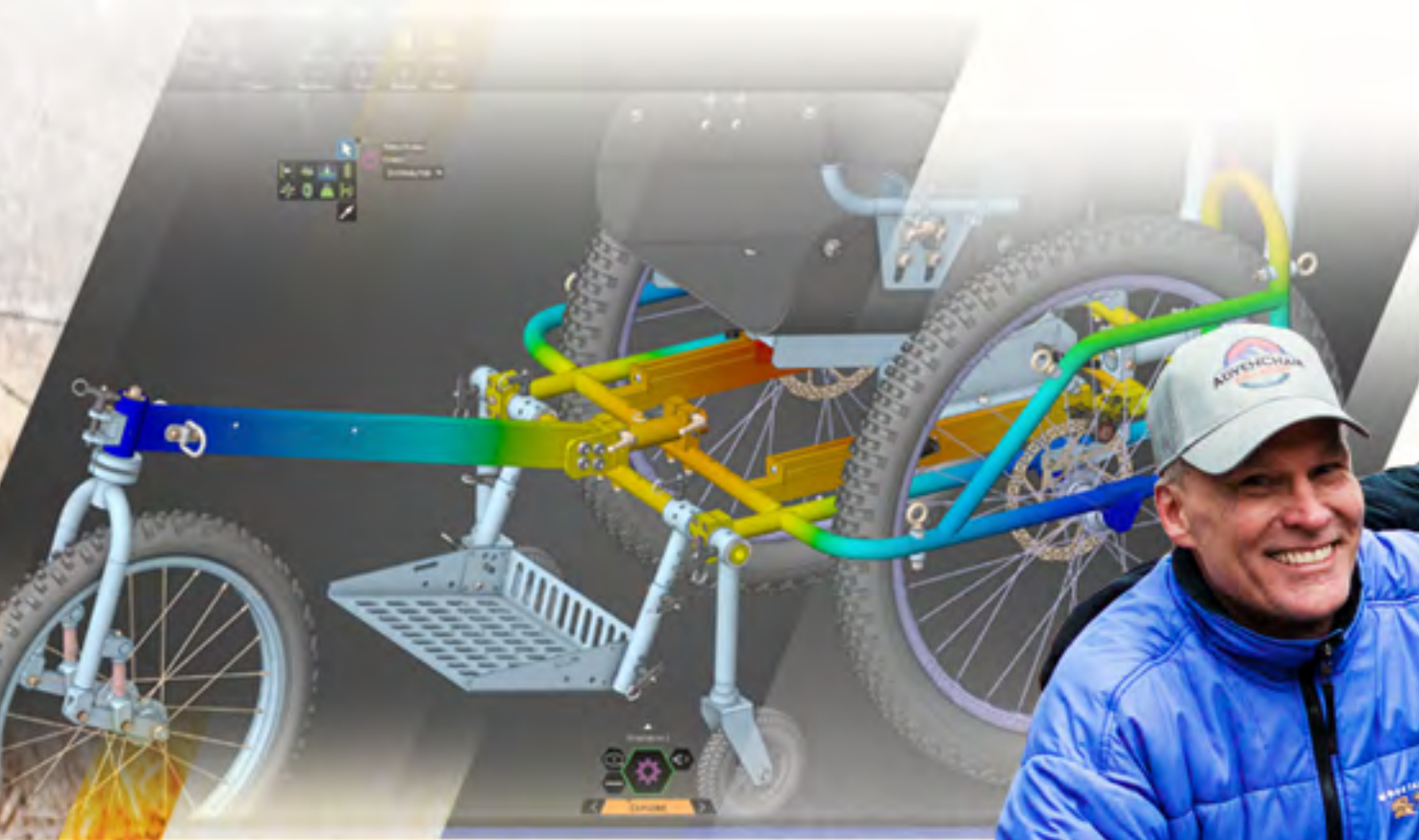
**Innovating everyday to ensure our employees, customers and shareholders are thriving and prosperous.**

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



# / Our Culture of Innovation

At Ansys, we know that a culture of innovation leads to better business outcomes for our customers. Through collaboration, ingenuity, and innovation, we enable businesses to deliver cutting-edge solutions that meet their unique customer needs.



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.





# / 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 COMMITMENT**





# 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	Courage	Generosity	Authenticity
<b>Be open: Welcome what's next.</b>	<b>Be courageous: Move forward passionately.</b>	<b>Be generous: Share, listen, serve.</b>	<b>Be you: Make us stronger.</b>
Our business is constantly evolving. We stay agile by keeping our minds open, embracing change, and always learning.	Our growth is unconstrained. We pursue new ideas, find unconventional solutions, and make decisions with courage, compassion, and resilience.	We give our time, resources, and knowledge for the betterment of all. We serve each other, our customers, partners, and communities with humility.	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

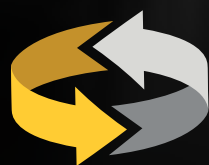


**35** + YEARS

# **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  
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](https://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





# 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.

**3.4M+**

FREE STUDENT  
**PRODUCT**  
DOWNLOADS

**250+**

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

**400+**

FREE INNOVATION  
**COURSES TAKEN**

**1,200+**

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





Culture Champions  
at Ansys HQ, USA

# Employee communities are the fabric of our culture

Ansys is committed to creating and nurturing a workplace that recognizes all employees and fosters a culture where everyone thrives. Our employee communities offer opportunities to build connection and span far and wide including our Ansys parents' community, pet parents, DIY'ers, disability network, early career employees, running clubs, women in tech, and many more.



**Be You**  
Make us stronger



A grayscale photograph of two men in conversation. The man on the left is seen in profile, facing right. The man on the right is facing slightly towards the camera and the other man. They are both smiling. In the background, a large 'Ansys' logo is visible on a wall. To the right, a banner partially shows the text 'Leading to', '#1', and 'ENGINE SIMUL'.

# 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 Tool 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)

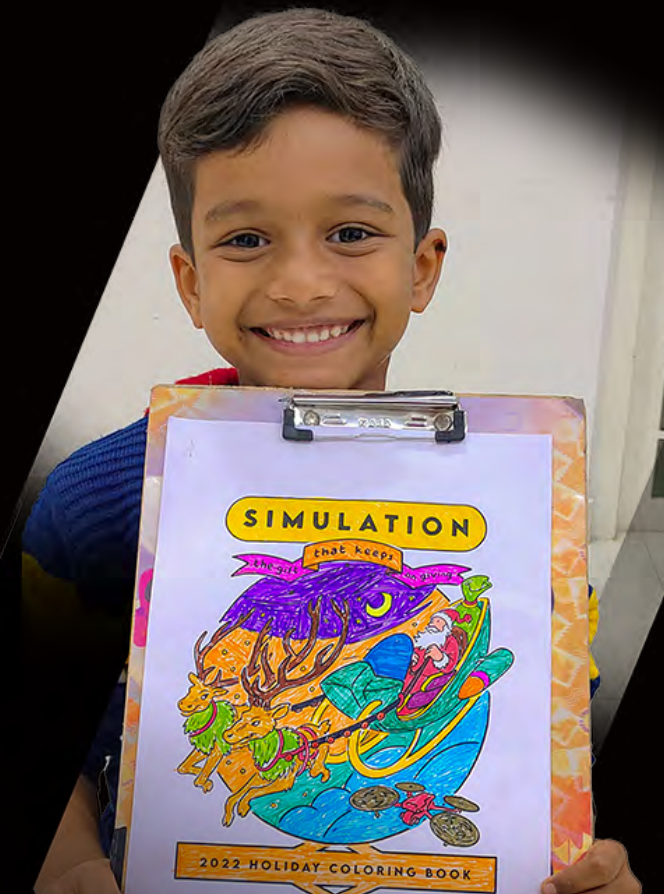
F1 in Schools Ltd. is a nonprofit created to raise awareness of STEM through the appeal of Formula One racing. With support from the Ansys Academic Program, this competition offers kids the chance to learn fundamental engineering skills with simulation.



# / Teamwork in action

## Supporting 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 STEM leaders

Hosting employee discussions in business, acknowledging the critical contributions of all technologists, and serving on many boards are a few of the ways we support and honor each other.



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

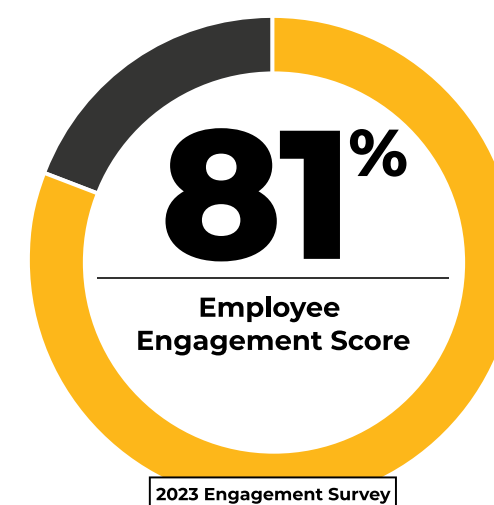


# **/ Investing in our people and ONE Ansys culture.**

Our workforce on December 31, 2023:

**6,200**  
**FULL-TIME EMPLOYEES**

**97**  
**GLOBAL LOCATIONS**



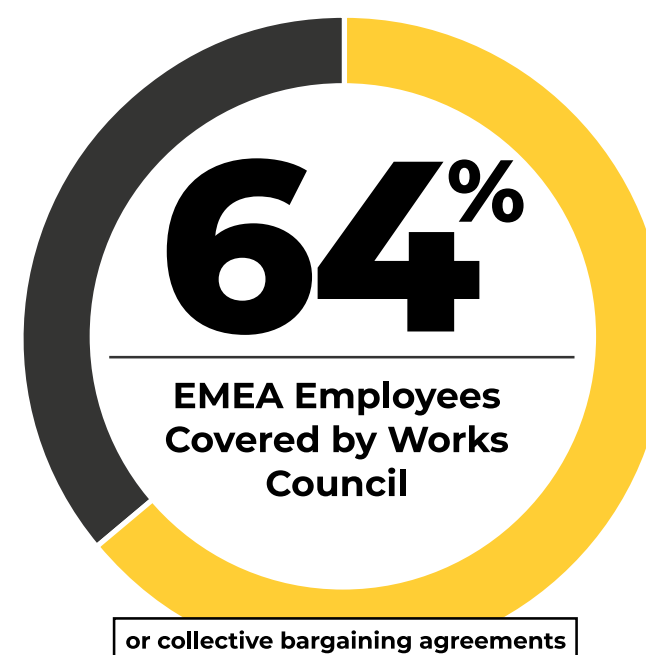
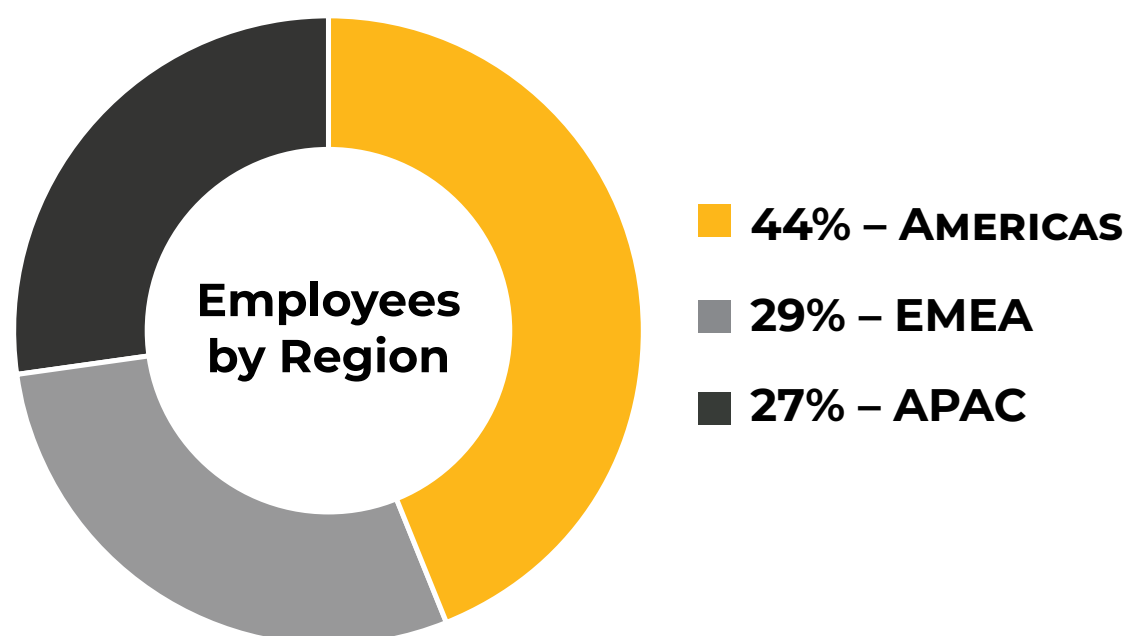
Employees by Function:

**2,400**  
**PRODUCT  
DEVELOPMENT**

**3,000**  
**SALES, SUPPORT  
& MARKETING**

**800**  
**GENERAL &  
ADMINISTRATIVE**

Employees by Region:





# Creating a place we're proud to be





# ONE/Ansys

**Ansys powers innovation that drives human advancement.**

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