

An Introduction to Your Synopsys

Total Rewards

For Being Part of Our Exceptional Team

Available to Employees in [China]

Effective [March,2023]



“Vitality is the ability and determination to learn, adapt, and collaborate to survive and thrive!”

Dr. Aart de Geus,
Chairman & CEO

Total Rewards at Synopsys

Behind Every Synopsys Innovation You'll Find Our People

We feel privileged and honored to have the opportunity to work with such talented individuals who have chosen to be part of Synopsys. That's why we're so pleased to offer the total rewards that our amazing team deserves.

What Makes Up Total Rewards at Synopsys

Very simply, "total rewards" encompasses everything the company offers you—both monetary and non-monetary—in exchange for applying your energy, knowledge, talents, skills, and enthusiasm in helping Synopsys achieve our goals.

Compensation

Synopsys offers competitive compensation that includes a mix of base and variable pay programs, as well as other financial reward opportunities. (Specific compensation programs can vary by role and country.)

Career Growth

Continuous learning is integral to our culture, which is why we prioritize investing in your career growth. We offer all kinds of tools and programs to help you expand your inventory of knowledge, experience, and connections. From on-demand learning opportunities to leadership development and tuition reimbursement for eligible employees, this is a great place to grow.

Wellbeing

Taking care of you and your family is what matters most. Depending on where you live and work, our programs are tailored to fit your needs—including health care coverage, wellness programs, personal time away from work, employee stock purchase plans, financial programs (such as for retirement), and ongoing support for educational and developmental opportunities.

Community and Belonging

We're in this together. That means we encourage, challenge, and celebrate each other. Whether we're teaming up on interesting technical challenges or collaborating on ways to give back to the community, we always respect and empower our people to do their best work. If you love working in a diverse, dynamic environment, you belong here.

Compensation

Because you contribute so much to Synopsys every single day, we want to share the company's success with you. We do that through our pay-for-performance compensation philosophy.

Our compensation package includes base salary, eligibility for annual bonuses, and potential long-term incentives.

"Pay for performance" means we reward you based on your contributions. The higher your performance levels, the higher your total rewards.



Base Pay

We provide you with a market-competitive base salary, which is determined by your job-related skills, experience, and relevant education or training.



Incentive Pay

We use added incentives to encourage you to contribute your very best to achieving our financial and business objectives, and to reinforce a culture of accountability and performance excellence. All employees are eligible for an incentive plan.

Your incentive pay is based on three factors:

- ✓ Company performance
- ✓ Individual performance
- ✓ Pool funding



Your Wellbeing at Synopsys

Important Support for You and Your Loved Ones

Your specific benefit programs are determined by where you live and work. But Synopsys is committed to offering valuable benefits designed to help you and your family maintain your health, wellness, and overall wellbeing, to grow and to thrive.

“Our Total Rewards programs are designed to fully support our employees and their families in pursuing their physical, emotional, and financial well-being. By going above and beyond traditional benefits, these programs allow our employees to focus on their productivity, health, and happiness, both at work and at home.”

Kyle McGough,
Senior Director,
Compensation and Benefits

Synopsys Benefits for China Employees

We offer an array of health, wellness, financial, and other benefits to help meet the needs of you and your family, both today and in the future. We pay for most of these benefits, while you share in the cost of others, depending on the choices you make.

Health and Wellness Benefits

- Supplementary Medical Insurance for Employees
- Supplementary Medical Insurance for Kids (up to 3)
- Supplementary Medical Insurance for Spouse (co-payment)
- Medical Allowance for Critical Illness

Financial Protection Benefits

- Social Security Insurance
- Basic Social Housing Fund plus Supplementary Social Housing Fund (max percentage)
- Company Paid Life & Accident Insurance (up to 24 months monthly salary)
- Global Business Travel Insurance

Wealth-Building Benefits

- Restricted Stock Units (RSU)
- Employee Stock Purchase Plan (ESPP) allows employees to buy Synopsys stock shares at a discount

Plus:

- Cash Allowance
- Supplementary Housing Allowance
- Bereavement Allowance
- Heating Allowance
- Holiday Allowance
- Paid Annual Leave(18-26 days)
- Paid Parental Leave
- Paid Maternity Leave
- Paid Paternity Leave
- Paid Bereavement Leave
- Marriage Gift
- Tuition Reimbursement
- Team Outing

- And so much more!

Get more details on all the benefits that Synopsys offers at benefits.synopsys.com.

Special Focus on Your Overall Wellbeing

Wellbeing is the experience of health, happiness, and prosperity. Synopsys offers unique programs that go beyond traditional benefits to help you develop and maintain physical, emotional, and financial wellness, including:

- **Designed for Wellbeing**, which provides a range of services and programs designed to reward you for living a healthier lifestyle
- **Employee Assistance Program (EAP)**, available 24/7 virtually and in person for free, confidential counseling to help you and your dependents deal with a variety of everyday challenges, as well as more serious concerns
- **Abundant Facilities**, which provides inhouse gym, yoga room, dance room, table tennis room and TCM physiotherapy room
- **Abundant Hobby Groups**, which include technical groups like Engineer Forum that allows technical sharing and discussions and non-technical groups like all kinds of sports group, pet group, gourmet group and so on
- **Various Lectures**, which covers subjects like mental and physical health, family relationship, IPO knowledge, financial management, self development and so on



Life @ Synopsys

Our Energized and Inclusive Culture

Inclusion and Diversity Are in Everything We Do

We operate in more than 30 countries around the world. There's a richness to our global reach, as we benefit from the beauty and legacy of many cultures. Inclusion and diversity run through our corporate values at every level. Our culture fosters trust, which encourages all of us to bring our best, most authentic selves forward—speaking up, sparking ideas, and sharing solutions. That's what drives true innovation.

"We want to create an environment where everyone can be themselves and be their best. If we do that, we produce the best products and solutions on the market."

Ron Duncan,
Sr. Manager Corporate
Applications Engineering

Employee Resource Groups (ERGs)

Synopsys Employee Resource Groups create space for our employees to brainstorm, share experiences and ideas, and build communities that positively impact our business and culture. Our ERGs are vital to creating a sense of inclusion and belonging, where our employees feel they're a part of a community that matters to them.

Here are just a few examples:



WIN (Women Impact Network)

WIN's mission is to brand Synopsys as an employer of choice by recruiting, mentoring, developing, and retaining talented women worldwide. WIN provides an engaging platform where women can leverage and share knowledge, best practices, challenges, and development opportunities in hopes of inspiring the next generation of technology leaders at Synopsys.



VIBE (Very Inclusive Black Employee) Network

VIBE is committed to cultivating a business environment that attracts, mentors, develops, and encourages Black employees to reach their full potential. VIBE strives to engage in, strengthen, and transform our local communities and to inspire a new generation of technology leaders. VIBE's mission is to create an environment of inclusion and awareness, foster positive engagement in the community, and positively impact the company's business goals.



PRIDE

PRIDE strives to foster an inclusive and affirming space for LGBTQIA+ people within Synopsys, the industry, and communities in which we work. PRIDE provides community, support, advocacy, and empowerment opportunities to LGBTQIA+ individuals and allies. PRIDE promotes education and increases awareness of the concerns and contributions of the LGBTQIA+ community and helps to attract, retain, and develop LGBTQIA+ people at Synopsys.



La Comunidad

La Comunidad's mission is to increase awareness, leadership opportunities, and representation for Synopsys Latinx employees in an environment that supports our cultural identity. We partner with universities, professional associations, and our communities to help engage and recruit Latinx employees. We sponsor multiple events, including mentoring, volunteering, and other activities with the goal of increasing the number of Latinx professionals who are starting STEM-related and other professional careers.



NEX-GEN

NEX-GEN is a platform for young leaders with a mission to engage early-career hires through a unified experience that enables them to connect, invest, and innovate. This community cultivates a culture of ONE Synopsys to bring our early-career talent together—where they can build connections, expand their networks, and be energized to see a future full of possibilities at Synopsys.

Talent Development

Enabling Us to Create a Sustainable, Just, and Secure Future

Synopsys lives at the leading edge of Smart Everything. Our business success depends on our continued ability to innovate. And our ability to innovate depends on our people.

We are committed to attracting and retaining the brightest and best talent across our enterprise. And we know that advancing the knowledge, skills, and satisfaction of our employees throughout their careers builds a stronger, more creative, and more resilient Synopsys.

Our talent strategy and programs are designed to support, engage, and optimize our employees' capabilities and experiences throughout their careers.



My Future

My Future @ Synopsys is the starting point to better knowing yourself, knowing your options, and creating a path to progress in your career.



SPARK Your Future!

Find tools for career coaching, developing skills with Synopsys learning platforms, available internal job openings, and resources for seeking and building a mentoring relationship.



Communicate to Lead

Learn best practices in communication strategies, processes, and tools that will improve the way you communicate business-critical information.



Inclusive Leader

Learn how to apply inclusion and diversity principles to daily management challenges and opportunities.



Compass

Understand your role as a manager, and connect your work to business strategy. You'll gain skills to build relationships, define your team's goals, coach, and develop talent.



Coaching Talent

Discover how managers can enable and coach to support their direct reports' career development and create relationships based on trust and confidence.



Crucial Conversation

This course will teach you how to speak persuasively—not abrasively—to resolve individual and group disagreements.



Strategic STB Communications

Identify critical information in any conversation, inspire and build trust, and ensure commitment in the "right places" to build change communications.



Business Communications

Discover how to develop and demonstrate Intentional Brand. Also learn how to consistently build the awareness, understanding, and engagement that move you toward your objectives.

Recognition

We Celebrate Our People. A Lot.

Innovating the future requires dedication, talent, creativity, energy, and passion. Our people bring all that and more every day around the world, and we don't ever take it for granted. At Synopsys, a lot of people do a lot of amazing things—and we make sure it gets noticed. Everyone feels valued, engaged, and appreciated when recognized for their contributions.

Excellence Awards

The Employee Excellence Awards are a unique opportunity for Synopsys employees to celebrate excellence in action—and contribute to our culture of Vitality—by nominating their colleagues!

Celebrating You

The Celebrating You program recognizes and celebrates Synopsys employees who are catalysts for our success by doing great work. If you notice a colleague going the extra mile or if someone wows you with their innovative thinking, you can recognize them on Celebrating You, our employee recognition platform.



Bravo

To recognize a colleague for their outstanding work, you can give them a Bravo peer-to-peer recognition award. These awards celebrate colleagues who have demonstrated a Synopsys value, behavior, or mindset.



Awards Feed

The Awards Feed shows all recognition activity occurring across the company, and award recipients will be notified if you add your own expressions of support and congratulations.



Applaud

Reward a colleague with points for going above and beyond in demonstrating a Synopsys value, behavior, or mindset. Recipients can redeem the points they receive toward multiple brands on the Celebrating You platform.



Milestone Awards

Milestone Awards recognize and celebrate years of service or other career milestones, like joining Synopsys or promotions. In advance of the announcement, managers and colleagues can submit photos, videos, and comments to celebrate their coworker, who will be notified by email, so they can visit Celebrating You to see the messages and redeem their award.

Events and Activities

Here's a snapshot of Life @ Synopsys!

SYNOPSYS





About Us

We Are the Future of Possibilities

Our people and technology enable leading companies to build intelligence, security, and safety into their next-generation products.

At Synopsys, you'll be a part of:

Leading the world in providing solutions for the design, verification, and manufacture of advanced silicon chips

Offering the world's broadest portfolio of pre-designed solutions, allowing our customers to introduce more capabilities and reduce integration risk

Helping our customers build security and quality into the DNA of their software code to minimize risks and maximize the speed of application development

35+

YEARS IN
BUSINESS



#1 EDA
TOOLS & SERVICES

#1

INTERFACE, ANALOG
EMBEDDED MEMORY
AND PHYSICAL IP



Gartner.
2022 APPSEC
TESTING LEADER



3,400+
PATENTS



Synopsys Is at the Heart of Smart Everything

Self-driving cars. Machines that learn. Lightning-fast communication across billions of devices. Synopsys technology drives the innovations that are changing the way people work and play.

The people of Synopsys are the heart of that technology.

We're always learning and growing as we innovate. We're makers and visionaries. We embrace diversity and inclusion as a company, so we can create solutions that serve not just technology but the humans who depend on it.

If that sounds like something you want to be a part of, let's explore it.

"There has never been a time where the ability to lead and the willingness to take ownership for big challenges has been more critical. And our bright, global, engaged, and diverse employees are stepping up!"

Dr. Aart de Geus,
Chairman & CEO

Our Values

How We Do What We Do

For more than 35 years, we've built our culture on a foundation of four simple, unshakable core values. They define who we are and what we stand for. And we infuse them into every interaction, both internally and externally.



✓ **Integrity** does what's right. It's about trust, dignity, authenticity, respect, and encouraging different points of view. We do what we say and say what we do.

✓ **Execution Excellence** gets it done. It's about continual improvement to deliver the most value to our customers. So we foster a culture of trust that empowers our people to bring their best selves forward.

✓ **Leadership** shows the way, looking forward with vision and courage. It means accelerating positive change for our people, customers, communities, and industry.

✓ **Passion** drives us to do all of it. It's our actions, our energy, our differentiator. We speak up, we lift each other up, we celebrate our differences. We create space for new ideas to make a difference for people around the world.

Our Values Enable Us to Say "Yes, if..."

Synopsys is in the business of possibilities, and our foundation of strong values allows us to stretch with confidence. It allows us to employ a "Yes, if" mindset—we never see solving a problem as impossible. We continually challenge ourselves and each other to shift our perspectives, so we can find new ways to turn impossible into reality.

What Else Matters to Us

Inclusion and Diversity

Our focus on building and developing diverse teams at Synopsys is not only the right thing to do—it's the right thing to do for our employees, our company, and our customers. We strive to create an environment where different perspectives are heard, considered, included, and valued.

Corporate Social Responsibility

We believe in the importance of translating our company values into action for the common good. That means making ethical practices a priority wherever we live and work.

Explore the Possibilities With Synopsys

Visit [synopsys.com/careers](https://www.synopsys.com/careers) to learn more about opportunities with Synopsys.