



SYNOPSIS®

2025 Responsible Business Report



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About This Report

Synopsys strives to make our operations, products, and ecosystem more sustainable. We develop strategies that improve efficiency and resiliency and benefit our business, stakeholders, communities, and the world. We disclose our progress annually in this Responsible Business Report.

This report includes certain nonfinancial data related to Synopsys’ responsible business initiatives for our fiscal year 2025, which began November 3, 2024, and ended October 31, 2025, except for our social impact data, which is for calendar year 2025, and other instances as noted. All data, goals, targets, and risks discussed in this report reflect Synopsys’ operations prior to its acquisition of ANSYS, Inc. (Ansys) on July 17, 2025, unless otherwise noted. As we continue integrating Ansys into Synopsys’ operations, such data, goals, targets, and risks may change or be updated. We plan to report on relevant nonfinancial data for combined operations in the next Responsible Business Report.

This report has been prepared with reference to the 2021 Global Reporting Initiative (GRI) Standards. We also considered the recommended disclosures from the Software & Information Technology (IT) Services industry standard of the Sustainability Accounting Standards Board (SASB), now maintained by the International Financial Reporting Standards (IFRS). Our reporting aligns with the Task Force on Climate-related Financial Disclosures (TCFD). Synopsys reports separately to CDP as part of our disclosure efforts.

When we use the terms “Synopsys,” “company,” “we,” “us,” or “our” in this report, we are referring to Synopsys, Inc., and any entities owned by Synopsys in our fiscal year 2025, on a consolidated basis, including Ansys, unless we state, or the context implies, otherwise. The use of the terms “partner” or “partnering” in this report does not indicate a formal legal partnership and is not meant in any way to alter the terms of Synopsys’ relationship with any third parties. References to our support of, work with, or collaboration with third-party organizations do not constitute or imply Synopsys’ endorsement of their positions or activities.

This 2025 Responsible Business Report contains forward-looking statements pursuant to the safe harbor provisions of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, the Private Securities Litigation Reform Act of 1995, and other federal securities laws. Actual results may differ significantly. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including but not limited to our Responsible Business strategies, initiatives, our achievement, measurement and progress towards goals, and commitments; our business plans and strategy; the integration and impact of Ansys; our technology, products, and services; risks,

We make our report available through:

- » Our website
- » Employee communications
- » Outreach to/from current and potential shareholders
- » Outreach to/from other stakeholders with whom we have established relationships
- » Responses to customer requests

We welcome feedback on this report and our performance. Please send comments and suggestions to responsiblebusiness@synopsys.com.



Photo credit: Annaraja Lakshmanan, India

In this report, we are proud to display many photographs taken by Synopsys employees. Each photo is credited to the corresponding employee. Thank you to all the talented employees who submitted their work for potential inclusion in the report. In addition, select photos include biomimicry principles bridging the gap between technology and nature.

opportunities; and our stakeholder engagement efforts. Factors that could cause differences are detailed in the “Risk Factors” section of our latest [Annual Report on Form 10-K](#) and subsequent [Quarterly Reports on Form 10-Q](#) filings. The term “material” and similar expressions in this report refer to our priority Responsible Business issues. They are not used as defined under the securities or other laws of the U.S. or other jurisdictions or within the context of financial statements and reporting. Additionally, this report includes human capital measures or objectives that may differ from or supplement those disclosed in our filings with the U.S. Securities and Exchange Commission (SEC). For a discussion on these measures or objectives, see the “Human Capital Resources” section of our latest [Annual Report on Form 10-K](#).

Many of the standards and metrics used to prepare this report continue to evolve and are based on management assumptions deemed reasonable at the time, but they should not be considered guarantees. Historical, current, and forward-looking sustainability statements may be based on still-developing standards, controls, or processes and assumptions that are subject to change. The information and opinions in this report are as of the report date and are subject to change without notice.

A Letter from Our CEO

Dear Synopsys Shareholders, Customers, Colleagues, and Partners,

We are living through one of the most consequential transformations in the history of technology. Artificial intelligence (AI) is revolutionizing nearly every industry, demanding more compute performance while compounding engineering complexity. Products are increasingly evolving into complex, AI-powered, intelligent systems. Building them with the right performance, scale, and efficiency requires new tools with multidomain integration and new workflows to enable tight software and hardware co-design. At the same time, a more fragmented global landscape shaped by economic uncertainty and geopolitical complexity is challenging how technology is developed and deployed.

While the landscape is changing, one thing remains constant: the responsibility to innovate thoughtfully, with integrity and purpose. At Synopsys, our mission to empower innovators to drive human advancement is inseparable from this responsibility.

Against this backdrop and as we mark our 40th anniversary, Synopsys is entering its next chapter with a clear sense of direction. What began in silicon design has evolved into a broader ambition: re-engineering how AI-powered intelligent systems are engineered. In 2025, we took a transformative step forward with the acquisition of Ansys, bringing simulation and analysis solutions into our product portfolio and creating the leader in engineering solutions from silicon to systems. Together, Synopsys and Ansys can maximize the capabilities of engineering teams broadly to rapidly innovate AI-powered products.

With expanded scale and impact comes an even greater responsibility for how we lead. Our responsible business strategy reflects that belief. We are helping customers innovate more efficiently and sustainably, investing in world-class talent and the next generation of engineers, strengthening the communities where we operate, and improving the resilience of our own operations. While this important work is never finished, this year's Responsible Business Report outlines the progress we are making across these priorities.

We are guided by our core values — trust, agility, courage, and the relentless pursuit of excellence. These values anchor our approach to principled decision-making, responsible leadership, and earning enduring trust as technology's impact and obligations continue to expand.

I am proud of what the Synopsys team has accomplished and grateful for the continued trust of our customers, partners, shareholders, and colleagues.

Together, we will continue to engineer the future — responsibly.

Sincerely,

Sassine Ghazi,
President and Chief Executive Officer, Synopsys





ABOUT SYNOPSIS

Re-Engineering the Future

Synopsys is the leader in engineering solutions from silicon to systems, enabling customers to rapidly innovate AI-powered products. We deliver industry-leading silicon design, IP, simulation and analysis solutions, as well as design services. We partner closely with our customers across a wide range of industries to maximize their research and development capability and productivity, powering innovation today that ignites the ingenuity of tomorrow.

Our Mission, Commitments, and Values

Our Mission

At Synopsys, our mission – to empower innovators to drive human advancement – guides what we do every day. Our mission is guided by our core values, which embody the mindset and behaviors that shape a culture of collaboration, innovation, and commitment to solving the world’s toughest challenges.

Our Foundational Commitments

- » We are accountable owners, partnering together to accomplish our mission.
- » We are wholeheartedly invested in our customers’ success.
- » We have exponential ambitions coupled with a commitment to act responsibly and generously.



AGILITY
ADAPT TO THRIVE



COURAGE
CHALLENGE THE STATUS QUO



EXCELLENCE
DELIVER EXCEPTIONAL VALUE



TRUST
BUILD TOGETHER

2025 by the Numbers¹



189
global offices



~28,000
employees globally



75%
of employees
are engineers



3,800+
active patents



\$7B+
annual revenue



35%
of revenue
devoted to R&D

¹ Includes Ansys.

Re-Engineering the Future

Delivering intelligent systems and the AI silicon that powers them is a complex challenge that requires a holistic approach to innovation. Synopsys is re-engineering how engineering is performed. Our products deliver unprecedented insights across multiple domains, showing how our customers' products will perform in some of the most challenging environments. Synopsys is a trusted partner in helping engineers manage complexity and costs, improve product quality and sustainability, and accelerate development cycles.

In July 2025, Synopsys completed the acquisition of Ansys, creating the leader in engineering solutions from silicon to systems. With Ansys' leading system simulation and analysis solutions now part of Synopsys, we deliver holistic system design solutions for our customers that ignite innovation.

More information about Synopsys' business is available at [synopsys.com](https://www.synopsys.com).



Customer Impact

Customer impact is central to how Synopsys translates innovation into real-world outcomes. By applying advanced simulation technologies to complex, high-stakes challenges, we enable our customers to test, refine, and optimize approaches in virtual environments before execution. This approach helps reduce risk and improve outcomes by enabling critical decisions to be evaluated and validated before real-world impact. The following examples illustrate how our technologies help customers deliver meaningful improvements—from enhancing patient outcomes in healthcare to enabling safer, more reliable transportation systems.

Improving Outcomes at Boston Children's Hospital

Our simulation technology enhances patient care at Boston Children's Hospital, a leading pediatric hospital, by modeling blood flow through a child's heart before surgery. Patient-specific digital simulations allow medical teams to test surgical approaches virtually, optimize blood-flow outcomes, and reduce risks for children with congenital heart defects. By supporting more precise, data-driven decisions, the technology improves treatment safety, surgical outcomes, and recovery for vulnerable pediatric patients.

Improving Road Safety Through Smarter Vehicle Radar

Our simulation technology helps Continental improve road safety by enabling more accurate and reliable vehicle radar systems. By digitally modeling how radar signals behave inside a vehicle, engineers can identify and correct errors — such as false or “ghost” signals — before cars reach the road, supporting safer driver-assistance features that help protect drivers, passengers, and pedestrians.

From Silicon to Systems

Synopsys is uniquely positioned to deliver unprecedented value to our customers across industries, through wide-ranging product innovation.



Multiphysics Simulation & Analysis

Numerics that provide accurate, reliable and consistent answers



Systems Simulation & Analysis

Transforming the engineering lifecycle, enabling faster and more efficient product development



High-Performance Computing

Scalable deployment with support for both managed and self-service cloud offerings



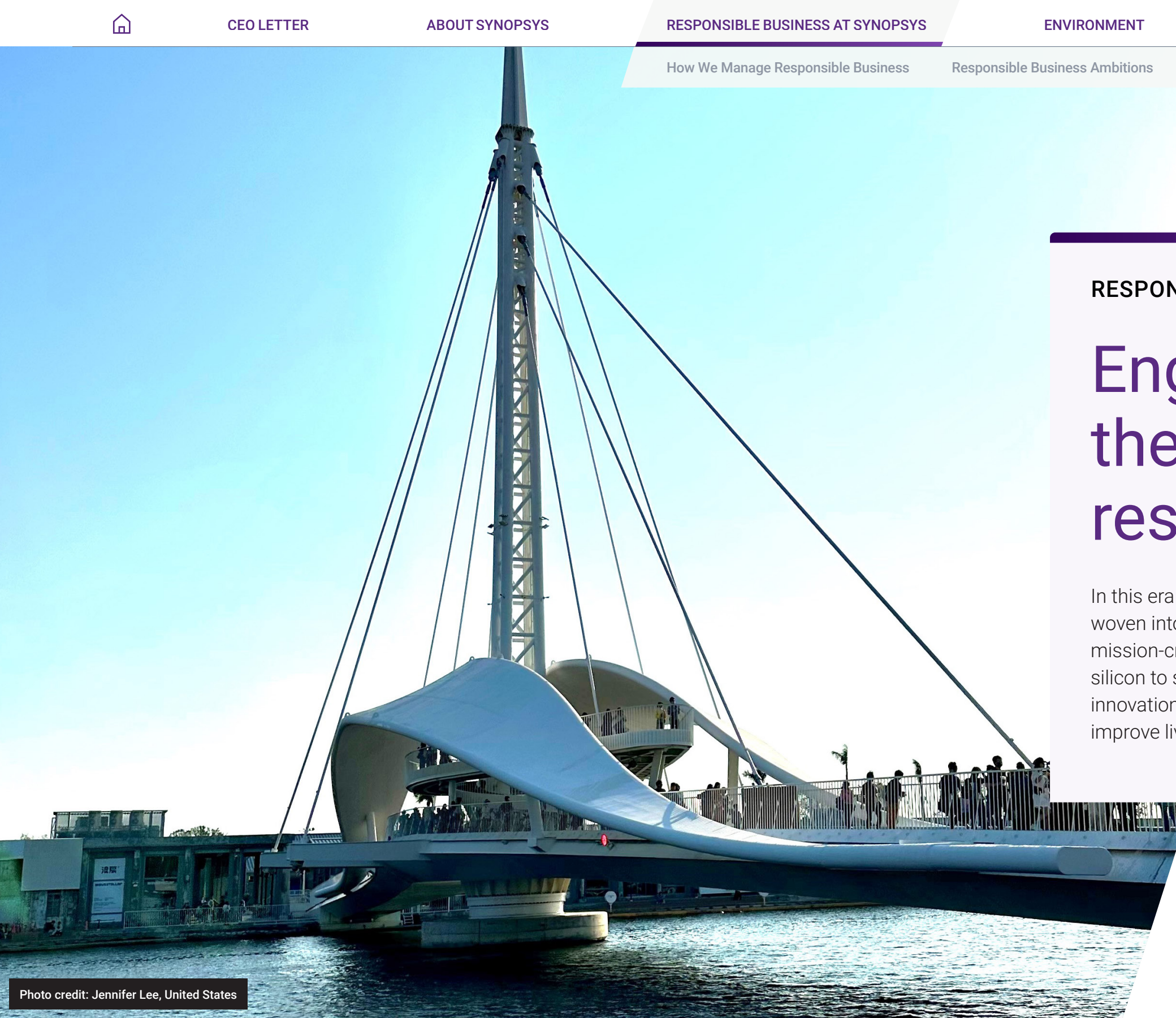
Artificial Intelligence

Leveraging AI-optimized design configurations while improving efficiency and reducing errors



Cloud & Experience

Ensuring traceability, security, consistency, and reusability of simulation data



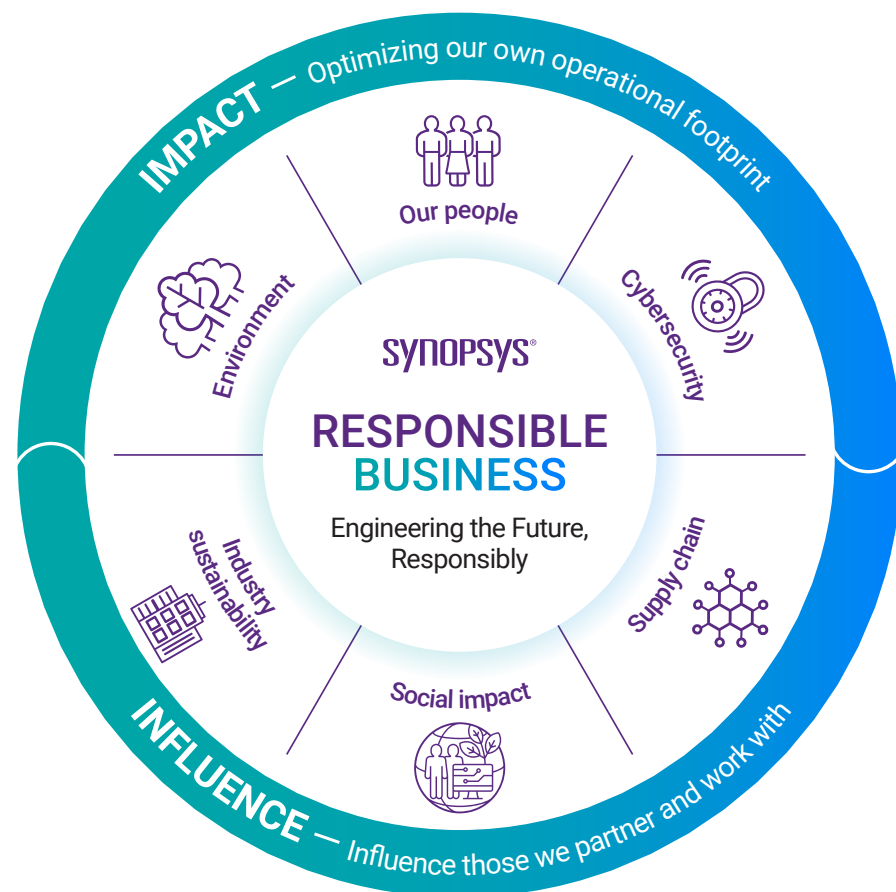
RESPONSIBLE BUSINESS AT SYNOPSISYS

Engineering the future, responsibly

In this era of pervasive intelligence, where technology is woven into the fabric of our daily lives, Synopsys plays a mission-critical role. We provide engineering solutions from silicon to systems to enable our customers' world-changing innovations. We equip engineers to solve global challenges, improve lives, and drive lasting progress.

Responsible Business at Synopsys

Our mission — empowering innovators to drive human advancement — guides *what* we do. Our foundational commitment to act responsibly and generously shapes *how* we operate. Responsible Business at Synopsys provides the focus and structure for the way we optimize our impact on the world and influence others to do the same. We pursue efficiency and build resilience, striving to have a positive impact on our employees, communities, and the planet. We actively engage with our ecosystem, fostering collaboration to promote and adopt sustainable practices and drive positive societal outcomes.



How We Manage Responsible Business

Synopsys' Responsible Business Management Team works to advance our responsible business practices. The Responsible Business Leadership Committee, which includes executives from functions across the company, supports these efforts by providing relevant information and oversight of the implementation of strategies within their respective areas of responsibility.

Our Board of Directors' Corporate Governance and Nominating (CGN) Committee oversees responsible business matters, except to the extent delegated to other committees. Its responsibilities include reviewing, assessing, reporting, and recommending to the Board certain policies, practices, priority and risk assessments, risk management measures, initiatives, goals and progress toward goals, and public disclosures relating to responsible business matters, as necessary. The Responsible Business Management Team updates the CGN Committee and the Board of Directors at least twice annually on Synopsys' responsible business strategy, goals, performance, and evolving related regulatory requirements.

Responsible Business Governance Structure



Material Topics

Synopsys completed a third-party double materiality assessment (DMA) in 2024, aligned with European Sustainability Reporting Standards (ESRS) and implementation guidance that were current at the time. The process involved mapping our value chain and identifying potential impacts, risks, and opportunities, which were analyzed and scored against financial and impact materiality thresholds. We engaged stakeholders at multiple points to inform and validate our findings. This assessment enhanced our understanding of both the financial impacts of sustainability-related risks and opportunities in our business performance and the impacts of our business activities on people and the environment. These insights help inform decisions on potential initiatives and disclosures. As our integration of Ansys progresses, we plan to conduct a DMA across the consolidated value chain in the near future, aligned with the latest ESRS guidance.



Photo credit: Marco Sousa, France

Engaging Our Stakeholders

Synopsys regularly engages our stakeholders and strategically integrates their insights into our programs and practices.



Stockholders

We proactively communicate with stockholders to provide regular updates on our programs and progress, understand their interests and expectations, and respond to their questions.



Suppliers

We drive responsible business practices by expecting all of our suppliers to operate in a manner consistent with our Code of Ethics and Business Conduct and to follow our Supplier Code of Conduct.



Employees

We believe our people are the key to our success. We maintain a comprehensive employee feedback program to gain an understanding of the employee experience and to make improvements in a variety of areas across the business, including in matters related to our responsible business practices.



Industry Partners

Our collaborations and industry partnerships help drive sustainability solutions across our value chain.



Customers

We partner with our customers to advance shared priorities and best practices in engineering solutions from silicon to systems.

Photo credit: Reshma Bency, India

Responsible Business Ambitions



Empower customers to innovate for a greener world



Reduce our GHG emissions in line with our SBTi validated targets



Support, value, and respect our global talent to enable a culture of innovation



Enable security across our enterprise and help our customers design trusted silicon



Build a resilient and responsible supply chain



Generate positive impact in the communities where we work

2025 Responsible Business Highlights

2025 Highlights

2.1M sq. ft.
of green-certified
office space

45%
of global operations
powered by renewable
and nuclear energy

100%
employees completed
Ethics and Compliance Training

98
workplace and
culture awards

101,500+
employee
learning hours

\$4.7M
in global giving

20,000
employee
volunteer hours

2,000
universities access
Synopsys technology

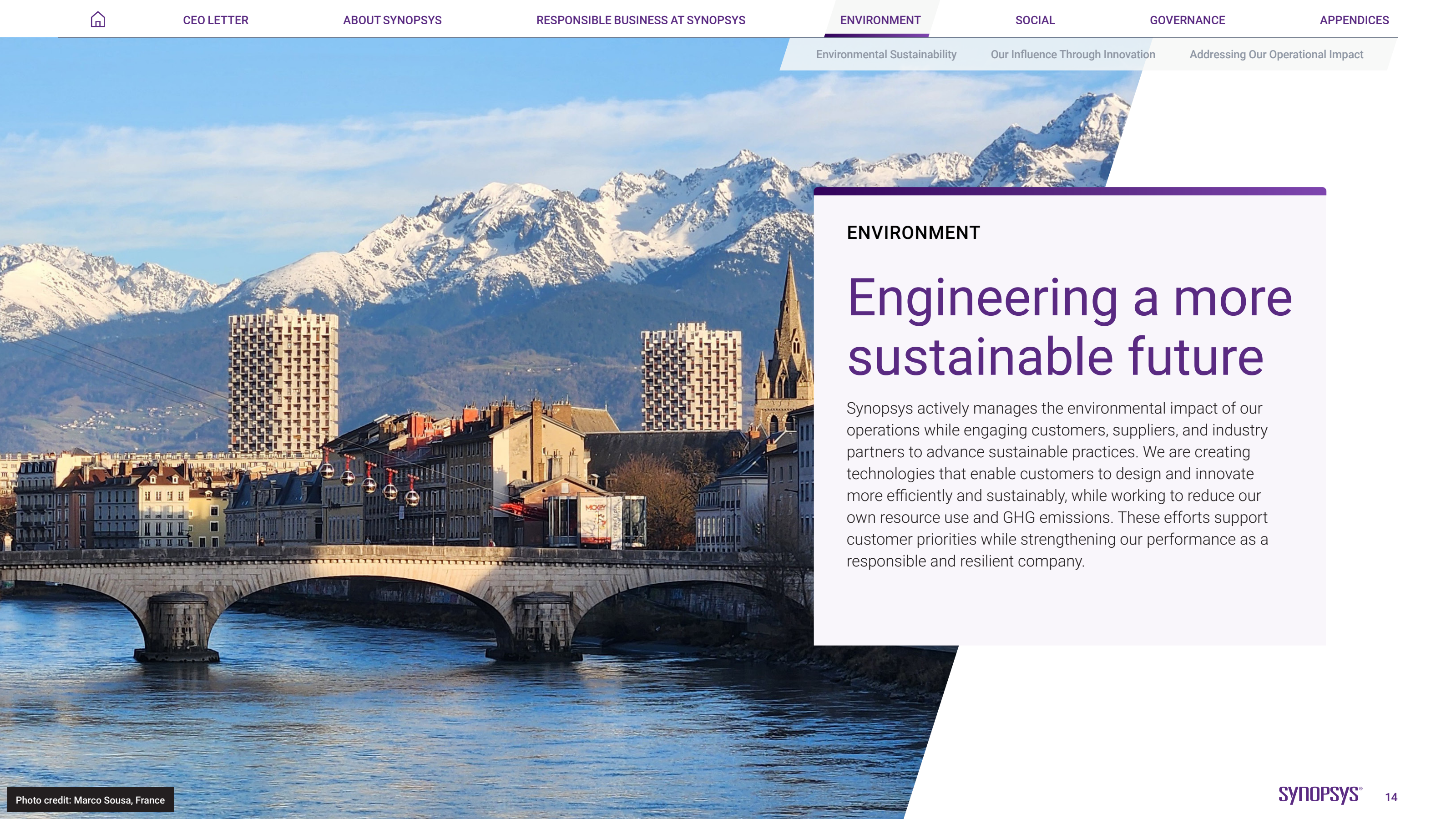
29,000
schools received
CFD resources for
STEM Racing

Awards



received nearly 100 awards
for workplace and culture





ENVIRONMENT

Engineering a more sustainable future

Synopsys actively manages the environmental impact of our operations while engaging customers, suppliers, and industry partners to advance sustainable practices. We are creating technologies that enable customers to design and innovate more efficiently and sustainably, while working to reduce our own resource use and GHG emissions. These efforts support customer priorities while strengthening our performance as a responsible and resilient company.

Environmental Sustainability

Environmental sustainability at Synopsys focuses on advancing innovation that enables more energy- and resource-efficient products while reducing GHG emissions across our operations. The Responsible Business Management Team at Synopsys drives our operational environmental strategy and oversees its implementation, guided by the C-suite-led Climate Action Steering Committee and the cross-functional Responsible Business Leadership Committee. With partnership from functions across the company and consideration of key stakeholders, these groups set goals and targets for priority topics and continually seek to improve data management processes to track and report our progress.

We pursue a number of strategies to drive environmental sustainability in our global operations:

- » Prioritize environmental performance certifications in all new office building construction
- » Practice sustainable facilities management
- » Select buildings and suppliers that use clean energy and sustainable practices
- » Engage in large-scale renewable energy purchase agreements as markets allow
- » Reduce emissions associated with employee commuting and business travel
- » Recycle and reuse electronic waste
- » Participate in collaborations such as the Clean Energy Buyers Association (CEBA) and the Sustainability Roundtable

We empower our customers to advance more energy-efficient, high-performance computing:

- » Enable low-power design in system-on-a-chip (SoC) architectures
- » Optimize energy efficiency and cooling of high-performance computing and data center applications
- » Help AI chip designers meet or exceed performance and energy goals
- » Offer simulation technology that can help customers reduce energy use and material waste in product design
- » Develop next-generation hardware-assisted verification products to enable higher verification task efficiency



Photo credit: Ahmad Ghazzawi, United States

Our Influence Through Innovation

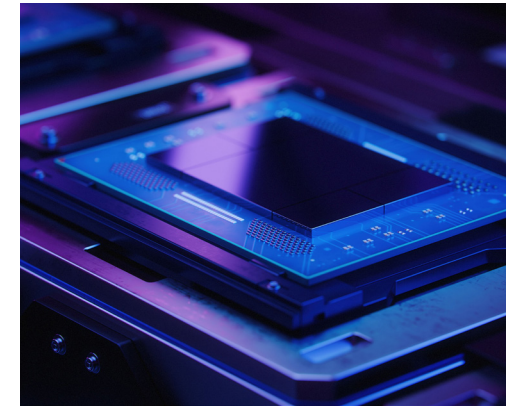
The rapid advancement of digital technologies is transforming industries and increasing demand for design solutions that deliver greater speed, performance, and reliability. As innovation accelerates, improving energy efficiency across the technology ecosystem is becoming more important. Synopsys is committed to helping drive energy savings through technologies that enhance efficiency in the design and use of chips and systems.

Increasing Efficiency Through Software Solutions

Processing a single wafer in a semiconductor fab can require hundreds of process steps and significant time for assembly, testing, and packaging to deliver a finalized chip to market. These processes generate large amounts of data that must be analyzed quickly and accurately to control high-volume manufacturing optimally, minimize process excursions, and produce the best possible yield using minimum energy and water resources. Synopsys addresses these challenges for our customers with software solutions spanning chip design, verification, mask synthesis, process modeling, on-chip testing and monitoring, and AI/machine learning-based data analytics.

Reducing Resource Use with Digital Twins

Synopsys uses digital twins, AI-driven solutions, and simulation and analysis to support sustainability in the semiconductor industry. These technology solutions reduce reliance on physical prototypes and optimize chip design for power, performance, and area. By creating virtual replicas of hardware and software systems, these technologies enable simulation and optimization during research and development, helping reduce energy consumption and material use.



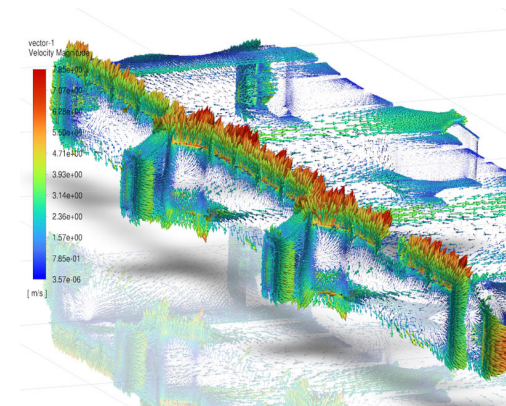
Enhancing Data Center Efficiency

Using Synopsys tools, Fujitsu developed its next-generation FUJITSU-MONAKA processor, which is expected to reduce data center energy use by up to 40% compared with conventional processors.



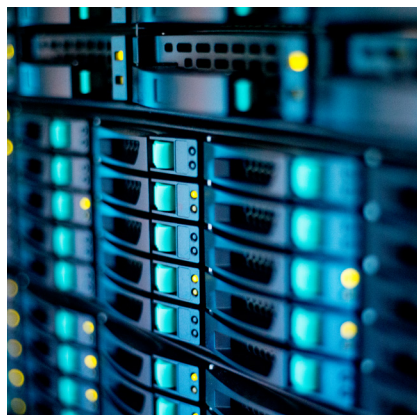
Conserving Resources in Automotive Design

Using Ansys Fluent, Volvo Group accelerated computational fluid dynamics simulations, which helped reduce the hardware footprint required to run them and improve energy efficiency.

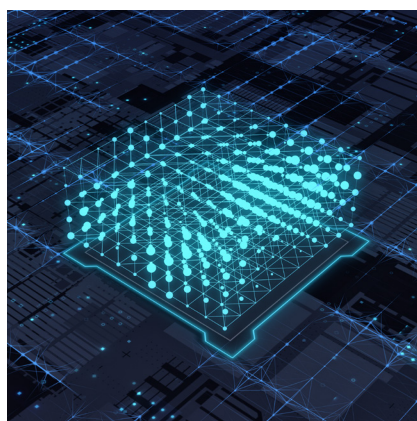


Simulation for Floating Solar Power

Using Ansys simulation, French startup HelioRec optimized floating solar designs for wind, waves, and currents, accelerating deployment of installations that generate up to 18% more energy than land-based systems.

**Architecture**

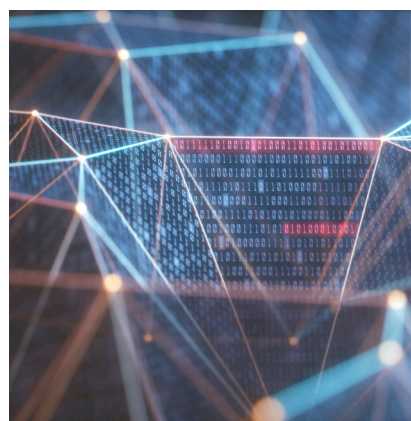
that supports systems power management strategies and enables intelligent systems integration for increased efficiency

**Software Solutions**

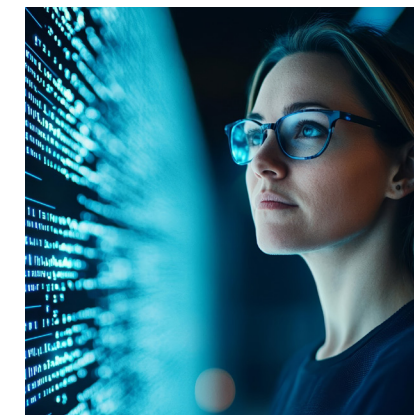
facilitate power consumption profiling to enable energy-efficient SoCs

**Logic Design**

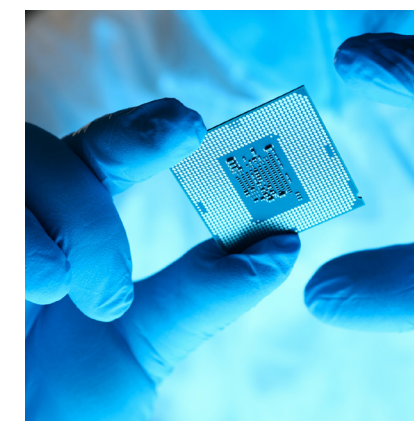
to support efficiency through power tradeoffs and tool-guided techniques

**Simulation and Analysis**

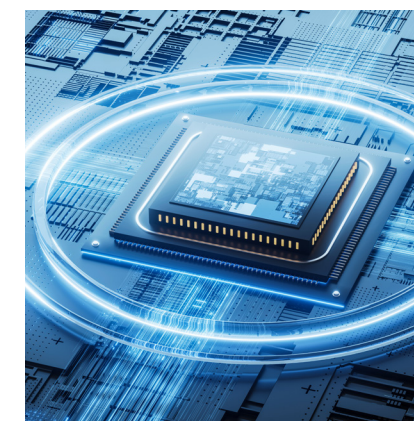
enables earlier design decisions that reduce resource use and environmental impact

**Signoff**

enables designers to create competitive and sustainable semiconductor designs

**Implementation**

helps designers optimize power, performance, and area results in their chips

**Verification**

techniques are employed for advanced power management in the functional verification of complex SoCs

Driving Energy Efficiency Through System Design

Energy-efficient SoCs are critical for high-performance computing, artificial intelligence, data centers, networking, and other applications.

Synopsys' solutions drive significant improvements in compute power per watt across every phase of the SoC design process.

More information can be found at [energy-efficient SoC design](#).

Addressing Our Operational Impact

Synopsys continually seeks efficiency and optimizes processes to manage our operational footprint. We have set ambitious GHG emissions reduction targets, prioritize renewable energy, and implement strategies and partnerships to reduce our environmental impact. These efforts also help us attract and retain talent, meet customer expectations, and enhance the communities where we operate.

Climate Resilience

Synopsys is committed to reducing our operational emissions while strengthening our ability to manage potential climate-related impacts on our business. We periodically assess climate-related risks and opportunities relevant to our operations and update our mitigation and adaptation strategies accordingly.

Synopsys' Business Continuity and Resilience team conducts risk and vulnerability assessments relevant to our operations, which inform our climate mitigation and adaptation strategy and business continuity plans. The Synopsys Climate Analysis Report (SCAR) forecasting tool tracks climate-related risks and incorporates data from actual climate impacts on our operations and employees to establish risk thresholds and response protocols. The system supported responses to events in 2025, such as the California wildfires and a 7.0 earthquake in Taiwan.

Climate Disclosure

We report on our climate-related practices using three leading assessment frameworks:

- » The CDP Climate Change questionnaire, where we annually disclose our potential climate impacts, risks, and opportunities
- » EcoVadis assessment to evaluate our sustainability practices and make data accessible to our customers
- » The Task Force on Climate-related Financial Disclosures (TCFD) to provide investors with information on climate-related risks pertaining to our products, operations, and supply chain

See our [TCFD Index](#) for more details on Synopsys' climate-related risks, opportunities, and strategies. Material risks are also reported in our latest [Annual Report on Form 10-K](#) and in our subsequent [Quarterly Reports on Form 10-Q](#).



Progress Toward Our Emissions Reduction Targets²

Synopsys is working to achieve four near-term emissions reduction targets, which have been validated by the Science Based Targets initiative (SBTi). Since our 2019 base year, we have experienced significant operational growth, including our acquisition of Ansys in 2025. During this period, revenue increased by 110% and our global workforce grew by 101%. Despite our growth, we continue to make progress toward our reduction targets, including a 28% reduction in absolute Scope 1 and 2 emissions, a 31% reduction in combined employee commute and business travel emissions per employee, and a 68% reduction in hardware product emissions per lifetime verification task.

Progress toward our targets may vary from year to year as our business and operational footprint evolve. Ansys operations are included in our 2019 base year and 2025 emissions. Following the Ansys acquisition, we assessed whether the combined business required updates to our SBTi climate targets. The assessment confirmed that Ansys' emissions are within the boundary and scope already covered by Synopsys' existing targets and that no changes are required at this time.

Looking ahead, increased energy demand from advanced computing may present headwinds for our absolute Scope 1 and 2 emissions targets. However, we continue to drive progress through pursuit of renewable energy and facility efficiency. We maintain an emissions reduction roadmap to guide progress, which we periodically revisit and refresh. We also continue to engage with our suppliers to support emissions reductions across our value chain. In 2026, we will focus on strengthening Scope 3 data quality and prepare for a review of our targets in 2027, in line with SBTi guidance. See the [GHG Emissions Data Table](#) for details on our progress.



Targets and Progress

SBTi Target ³	Progress Toward Target
55% reduction in absolute Scope 1 and 2 GHG emissions by 2032	51%
62% reduction in Scope 3 GHG emissions from employee commuting and business travel, per employee, by 2032	50%
62% reduction in Scope 3 GHG emissions from use of sold products, per lifetime verification task, by 2032	100%
45% of our suppliers for purchased goods and services and capital goods, based on spend, will maintain their own science-based targets by 2027	100%

³ Base year: 2019

² All SBTi data includes Ansys.

Renewable Energy

Boosting our use of renewable energy is an integral part of Synopsys' emissions reduction strategy. Synopsys employs multiple mechanisms to source renewable and low-carbon energy, including power purchase agreements (PPAs), Community Choice Aggregation (CCAs), on-site solar, and green tariffs to support our offices' and colocated data centers' electricity consumption. At the end of 2025, Synopsys purchased 75,482 MWh of renewable energy to support our office and data center operations. Our approach focuses on enabling new renewable energy while pursuing in-grid and vendor-supplied options locally. During 2025, we contracted with Catania Solartrack in Italy for a 7MW virtual power purchase agreement (VPPA) of new solar energy for our European offices. We expect this project to start producing solar energy by the end of 2026, which is around the same time as our previously announced 90MW solar VPPA in Texas.

Renewable and Lower-Emissions Energy at Synopsys⁴

In 2025, 45% of global operations were powered by renewable and nuclear energy:

707 kW

On-site Solar

Buildings with installed solar panels

37,700 MWh

Direct Power Purchase Agreement

Direct energy delivery

15 MW

Virtual Power Purchase Agreement

Enabling new renewable energy sources

19,300 MWh

Community Choice Aggregation

Secured by local government on behalf of residents

Investing in Decarbonization Projects

In addition to pursuing our operational emission reduction targets, Synopsys invested in high-quality carbon offset projects through July 31, 2025. These included support for reforestation, access to solar energy and clean cooking fuel, and concrete mineralization. We do not use the credits associated with these offset projects to claim progress toward our emissions reduction targets. All carbon credits are disclosed in our [Voluntary Carbon Market Disclosure](#).

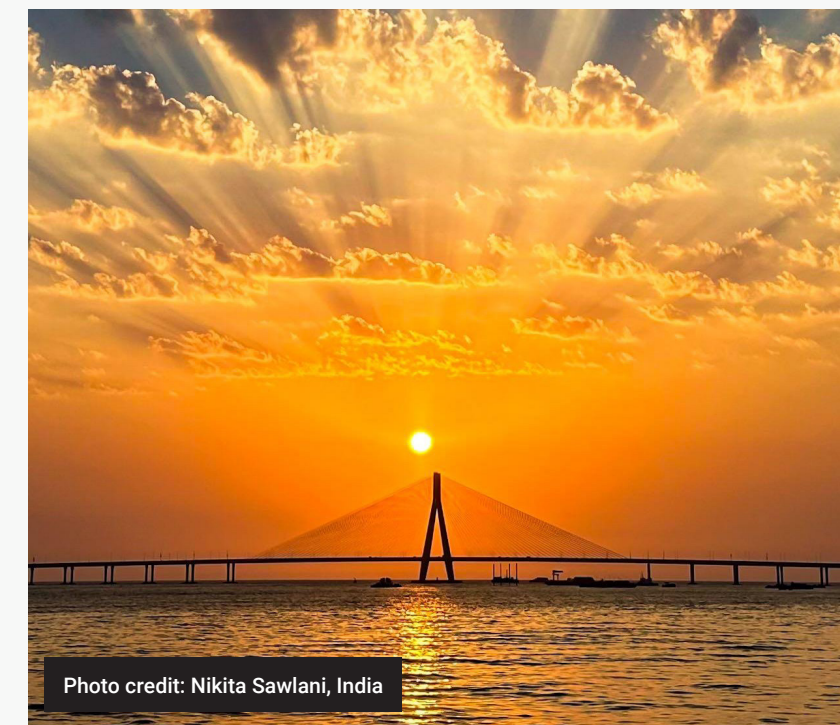


Photo credit: Nikita Sawlani, India

⁴ Includes Ansys.

Prioritizing Sustainable Data Center Energy Use

Synopsys is advancing a multi-year strategy to enhance the sustainability of our data centers. Key elements of this approach include collaboration with colocation providers and ongoing optimization of our on-premise infrastructure. In 2025, we closed three additional less efficient on-premise data centers as part of our ongoing optimization strategy. After the acquisition of Ansys, we assessed the data centers incorporated into our footprint and began planning optimization efforts to align these facilities with our broader data center efficiency strategy.

We prioritize colocation data center providers that can leverage local clean energy resources. Our data center in Eindhoven, Netherlands, operates on 100% renewable wind power and uses hydrogen-fuel cell backup generators. The facility, along with others operated by the same provider, also supplies residual heat to more than 10,000 homes and 350 businesses in the area. Our data center in Montreal, Canada, operates primarily on hydroelectric power, and our data center in Bangalore, India, is supported with solar energy. We continue to pursue additional renewable energy for our sites and in partnership with our collocated data center suppliers. For example, in 2026, a new collocated data center in Dallas, Texas, will match our electricity with renewable energy certificates purchased within that grid.

Across all our data center operations, Synopsys works to improve energy efficiency through careful capacity planning and monitoring. We analyze rack space and real-time power usage to optimize utilization and maintain a stable operating environment. A Data Center Infrastructure Management (DCIM) platform supports these efforts by monitoring power consumption and helping teams manage space and energy use more effectively.



Netherlands



U.S.



Canada



India



At the Ansys Canonsburg office and data center, improvements to chiller run-time efficiency were completed in 2025. Additionally, a thermal monitoring system was installed to enable rack-level cooling rather than cooling the entire room, enhancing efficiency and reducing energy consumption.

Sustainability in Our Facilities

Our real estate strategy integrates sustainability considerations across site selection, leasing, and building operations. As a signatory to CEBA's Commercial Real Estate Principles, we aim to foster partnerships with our landlords on energy use, efficiency, and incorporation of renewable energy. We launched green lease clauses and continue to encourage their adoption in new and renewed agreements through our Green Leasing Principles toolkit.

We engage a third-party property management partner to help oversee our global real estate portfolio and strengthen sustainability across our facilities. Through this partnership, we are conducting a comprehensive effort to collect more detailed operational data on energy consumption, water use, and waste management. We are also validating this data to improve reporting through processes that include monthly auditing, quarterly reporting, and gap estimation where data is incomplete.



Our facilities footprint continues to evolve as the business grows. The acquisition of Ansys has increased our global real estate footprint, while also introducing opportunities to optimize space utilization. In some locations, we are exploring shared or co-working spaces to support collaboration while managing facility-related impacts. These efforts, combined with ongoing real estate optimization, help inform strategies to manage facility-related emissions and operational efficiency.

During site selection and leasing, we evaluate several environmental metrics when assessing potential locations, including emissions intensity, energy efficiency, water efficiency, and recycling capabilities. Our long-term real estate strategy focuses on developing growth hubs in key locations worldwide. As part of our efforts to attract and retain talent while supporting more sustainable commuting patterns, we prioritize facilities located in vibrant, walkable areas that are well served by public transportation.

Ansys India Facility

The Ansys location in Pune, India, incorporates several sustainability features.

- » 140 kW on-site solar array supporting office operations
- » A composting program that collected 2,888 pounds of gardening waste in 2025
- » A rainwater harvesting system that collects more than 338,500 gallons for site irrigation and washrooms
- » The rainwater harvesting system also includes aquifer recharging borewells that process over 800,000 gallons annually to improve the local water table

Real Estate Sustainability Strategy

Performance Measurement

Ensuring accurate baselines and measurable targets to understand progress toward goals



Water and Waste Data Collection, Baselining, and Goal Setting



SBTi-Aligned Energy Goal Development

Decarbonization Strategic Planning

Developing a data-driven strategy for decarbonizing the portfolio and working toward SBTi targets backed by proven methodology



Portfolio Decarbonization Roadmap

Sustainability Implementation

Programs to enable embedding sustainability into all aspects of our real estate operations



Green Leasing Strategy Development and Training

Green Building Certifications

When selecting facilities, we seek buildings that meet recognized sustainability standards and certifications, such as the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED), the Building Research Establishment Environmental Assessment Methodology (BREEAM), and comparable organizations. We also prioritize certification for new construction and major renovations and work to align existing facilities with these standards where feasible. At the end of 2025, Synopsys occupied approximately 2.1 million square feet of green-certified office space worldwide.⁵



Water and Waste

Water efficiency and waste management are components of LEED certification at many of our facilities. In addition, local teams across our global footprint identify opportunities to conserve water and reduce waste. A current-state analysis of water and waste data across our real estate portfolio completed in 2025 identified key stakeholders and opportunities to improve data collection and increase the use of measured data to better inform reduction strategies.

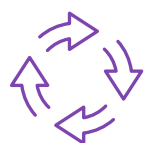
Synopsys has a limited direct water footprint. However, we recognize the importance of managing water as an essential resource. We established a water consumption baseline and plan to build on our projections and data set in 2026 to enhance our existing water management strategies.

We continue to expand waste reduction and recycling initiatives across our sites. At our headquarters in Sunnyvale, California, we partner with the City of Sunnyvale's FoodCycle program to donate an average of 3,772 pounds of food scraps each week. The program diverts food waste from landfills and converts it into feedstock for anaerobic digestion systems that produce biogas. In addition, Ansys initiated enhancements to the recycling program at the Ansys Canonsburg office and data center that will serve as a blueprint for expanding these practices at other locations.

E-waste

Responsible management of electronic waste is an important part of Synopsys' operational sustainability efforts. We work with an Information Technology Asset Disposition provider certified to the Responsible Recycling standard to handle non-functional or unrepairable electronics responsibly. The vendor provides quarterly reports on the total weight of equipment reused or recycled. Because equipment lifecycles and business needs vary, our e-waste volumes may fluctuate from year to year.

Electronics Reused and Recycled⁶



127,319
pounds reused



127,043
pounds recycled

^{5,6} Includes Ansys.



SOCIAL

Investing in people and potential

Synopsisys believes that our success is shaped by how we invest in our people, nurture future talent, and connect with the communities where we operate. We foster a culture that welcomes a global workforce, promotes employee development, safety, and well-being, and respects individual differences. Beyond our walls, we extend our impact by advancing research and innovation, strengthening our industry's future talent pipeline, and addressing critical community needs through grantmaking and employee community engagement.

Our People

Our mission — to empower innovators to drive human advancement — is made possible by our people. We focus on creating a dynamic workplace culture where talent can learn, develop, and perform at their best. Led by our Chief People Officer, our People and Places strategy is built on four key pillars. Quarterly performance reports on each area are provided to the Executive Leadership Team, which brings updates to the Board of Directors' Compensation and Organizational Development Committee (Compensation Committee) as necessary.

1

Drive Impact and Growth

Drive excellence and high performance across Synopsys, supporting career mobility and unlocking the full potential of the workforce

2

Engage Our Workforce

Transform work and workplaces to create simplified, personalized, and frictionless experiences for employees and managers

3

Elevate Leaders and Build Teams

Create a thriving culture where managers, leaders, and teams are inspired to excel, adapt, and collaborate

4

Accelerate AI and Innovation

Design the organization and jobs to accelerate the adoption of AI, fueling innovation across Synopsys and increasing efficiency and productivity



Transforming Experience and Engagement

At Synopsys, we're committed to creating an employee experience where people feel engaged, supported, and inspired to do their best work – no matter what their role or location. When our employees thrive, they drive innovation and create value for our customers.

Everything we do to support our people is grounded in our company values: Agility, Courage, Excellence, and Trust. Refreshed as part of our work to integrate Ansys, our values define how we engage with our employees, customers, and communities.

We have integrated these values into many aspects of the employee experience and hold deep-dive discussions with leaders so they can model how to bring the values to life. As we welcomed Ansys employees to our global team, we made significant progress in aligning and scaling our people practices to support operational and cultural integration.

A comprehensive listening program helps us understand our employees' experiences to inform improvements across the business. In 2025, approximately 95% of our employees participated in our engagement survey. We received an engagement score of 81, which was calculated by averaging the percentage of favorable responses to job satisfaction questions. We have shifted to a pulsed survey approach that surveys employees throughout the year, supported by a new platform. This enables continuous feedback to optimize our people practices and enhance our culture, while providing insights into the employee experience during the integration of Ansys.

We are pleased with the strong engagement we see through the new survey platform. In 2026, we plan to establish new benchmark data and launch a new global onboarding experience covering pre-boarding through an employee's first 30 days to help new hires integrate quickly and connect with our culture and values.



Photo credit: Lianna Balayan, Armenia



Sharing Our Experiences

Our culture is characterized by open communication, creativity, and collaboration. Culture HQ, our global, employee-generated content platform, allows employees to share and highlight the voices, stories, and experiences that shape our workplace. Employees around the world shared nearly 400 stories through the platform. See their stories [here](#).

Building Our Talent for Tomorrow

At Synopsys, we know that continued innovation depends on employees developing the skills needed for the future. To support our people, we provide opportunities for learning and growth, tools for collaboration and innovation, respectful work environments, and comprehensive total rewards. These efforts strengthen employee engagement, support career development, and help Synopsys maintain a competitive advantage.

We build skills and capabilities through outcome-oriented development opportunities at every stage of an employee's career — from early career professionals to senior leaders. Our Employee Experience Platform and evolving skills ecosystem support continuous learning, by providing access to interactive courses, external articles, videos, podcasts, and books. Cohort-based learning experiences, delivered through in-person and on-demand sessions, further develop the skills, capabilities, and mindsets needed for the future. In 2025, our employees completed more than 101,500 learning hours.



AI Enablement

AI enablement is an increasingly important component of our people and performance ecosystem. We launched our first AI Academy to expand access to AI education and build foundational fluency in AI and agentic skills across the organization. The pilot emphasized responsible use, broad participation, and practical application, supporting both technical and non-technical roles and helping teams apply AI in day-to-day work. In parallel, we began early groundwork on skills-based AI enablement, exploring how AI-driven skills insights could inform future learning pathways through the AI Academy.

We also introduced an AI-enabled performance coaching capability designed to support employees and managers with reflection, goal alignment, and development throughout the performance cycle. Insights from this tool inform continuous improvement in the way we support performance and growth across teams.

Inspiring and Developing Leadership

Our success depends on managers who can confidently build and inspire their teams while fostering a dynamic, engaging workplace for everyone. Our management development approach is designed to increase capability in communication, engagement, coaching, hiring, and critical business skills. It also aims to cultivate an ethical and supportive work environment that is free from harassment and embraces global viewpoints.

In 2025, we continued to enhance learning opportunities to help our managers lead and coach effectively. This included an updated executive development strategy, the launch of the Synopsys Leadership Academy for Vice Presidents and above, and global implementation of the Management Development program. Over the course of the year, our leaders completed more than 20,500 hours of learning.

Learning and Growth in Action

Our talent development strategy continued to evolve in 2025, integrating on-demand learning, on-the-job development, coaching, and formal training. By aligning learning resources with daily workflows, we are able to provide employees with timely access to development opportunities in their work. This approach supports continuous skill development and helps employees respond to changing business and technology needs. Our Employee Experience Platform and instructor-led experiences enable employees to curate, share, and exchange knowledge across the organization. These mechanisms support enterprise-wide knowledge sharing and help build future-focused capabilities aligned with priority skill areas.

Driving Exceptional Performance

We have further embedded an agile performance management approach that emphasizes continuous feedback, regular check-ins, and alignment between individual objectives and organizational priorities. This approach is designed to support ongoing dialogue about performance, development, and growth. We remain focused on reviewing accomplishments, setting clear objectives, and identifying capabilities for development, while encouraging collaboration and shared accountability through continuous feedback. These practices are supported by an AI-enabled performance management platform that helps integrate development into daily work. In 2025, we achieved nearly 100% completion of performance evaluations across the company.



Opportunity and Community at Synopsys

Synopsys is a global workforce of more than 28,000 extraordinary professionals across 30+ countries, as of fiscal 2025 year end. It is essential that we foster a culture of collaboration and shared purpose that supports each person's ability to bring their best. We strive for fair and consistent people practices and regularly review and improve talent management processes, including those that support hiring, compensation, talent development, and promotions. We also offer programs and events that encourage connection, learning, and collaboration across our workforce.

More information can be found at [Synopsys Careers](#).

Our Employee Communities

Synopsys' employee-led communities aim to support a culture of respect that celebrates and supports all our people. These communities, which are open to all our employees regardless of background, create opportunities for colleagues to engage with each other and our business, sharing experiences and ideas. Two new communities were added in 2025 – the SWAN (Synopsys Wellbeing & Ability Network) and VETS (Veterans Empowered Through Synopsys).



NEX-GEN (Early Career)



Women Impact Network (WIN)



HOLA! (Hispanic and Latinx)



Caregivers and Parents (CAPE)



PRIDE (LGBTQIA+)



The Very Inclusive Black Employee Network (VIBE)



Synopsys Wellbeing & Ability Network (SWAN)



Veterans Empowered Through Synopsys (VETS)



Awards and Recognition

We are honored that our workplace experience was recognized in 2025. We received 98 awards for workplace and culture, including:

- » **Great Place to Work** in 14 countries
- » **Best Company Culture** by Comparably
- » **Happiest Employees** by Comparably
- » **World's Best Companies** by Time
- » **Best Workplaces in Technology** by Fortune

We also received recognition from *Newsweek*, *Forbes*, *U.S. News & World Report*, *The Wall Street Journal*, and others. These honors demonstrate the strength of our culture and a highly engaged workforce.

In addition to external recognition, we continued to foster a culture of appreciation internally. Our “Celebrating You” recognition platform empowers employees to acknowledge individual achievements and cross-functional collaboration. More than 85,000 recognitions were shared across the organization.

We introduced two new recognition programs to celebrate employee contributions:

ONE Synopsys Team Award, honoring outstanding cross-functional team achievements.

Catalyst Award, recognizing exceptional individual contributors who embody our core values and drive meaningful impact.



Total Rewards

Our Total Rewards program offers meaningful global benefits, compensation, and awards that recognize the time, energy, commitment, skills, and expertise that employees bring to Synopsys every day. Our approach is designed to deliver fair compensation to employees based on their performance and impact.

We benchmark market practices and regularly review our compensation and benefits against the market to help ensure they remain competitive. We also offer a comprehensive set of benefits for employees and their families focused on physical, mental, and financial health and well-being. Our compensation, benefits, and awards programs are tailored to the various geographies in which we operate and, for eligible employees, may include:

- » Market-competitive salary and cash bonus opportunities
- » Equity compensation
- » Robust medical, dental, vision, and wellness benefits
- » Employee Assistance Program (EAP)
- » Comprehensive leave plans
- » Life insurance options
- » Retirement plans
- » Financial planning tools
- » Student loan repayment assistance
- » Well-being and family support
- » Parental and elder care resources

More information can be found at [Synopsys Benefits](#).



Pay Equity

We conducted a pay equity review in 2025 for all positions globally to ensure equitable pay levels among employees performing similar work in similar locations. Women at Synopsys earned an average of \$0.99 for every \$1 men earned in the same position and location.



Health and Safety

Protecting the health and safety of our people is an operational priority at Synopsys. Our approach combines preventive safety management, emergency preparedness, and targeted response protocols to address a range of workplace and environmental risks.

Our Occupational Health and Safety (OHS) Management System supports safe and healthy workplaces across our global operations by helping to identify workplace risks, strengthen preventive controls, and respond effectively to evolving regulatory expectations. Our health and safety policies and standards focus on proactive hazard identification, safety training, emergency preparedness, and compliance with global health and safety requirements. A contract medical officer through a third-party provider helps inform our policies and standards and supports employee health, safety, and wellness programs.

Employees receive safety training and have access to additional courses through our Employee Experience Platform, while contractors are introduced to our safety practices during onboarding. We enhance our organizational readiness by conducting emergency drills and offering employees focused awareness campaigns.

To further strengthen governance and consistency across locations, we are updating our global health and safety policies and standards, to be finalized in 2026. Additionally, we are advancing our roadmap toward alignment with the ISO 45001 occupational health and safety standard. As part of this effort, we have reviewed existing programs, standards, and policies and are developing supporting documentation. Our initial focus for certification is our headquarters and other critical sites, with the potential to expand certification to additional regions.



Emergency Response Programs and Protocols

Synopsys works to protect employee health and safety and safeguard facilities worldwide by strengthening emergency preparedness and response capabilities across our operations. We monitor a broad range of potential risks — including climate-related events and geopolitical disruptions — and maintain response protocols designed to guide coordinated action during emergencies. To further strengthen coordination during incidents, we have implemented a new incident response system.

Synopsys Emergency Response Teams (SERT) form the foundation of our response capability. The program includes more than 900 trained members who are prepared to respond to a variety of incidents that could affect our people and operations. We expanded training through a dedicated SERT learning module on our Employee Experience Platform and conducted response drills across key sites, achieving approximately 95% participation among team members.

For more information on our preparedness and response strategies, please refer to the [Business Continuity and Resiliency](#) section of this report.



SynopsysALERT

The SynopsysALERT system plays an important role in our emergency preparedness efforts, enabling rapid communication with employees and their families during urgent situations and providing access to critical resources. We conduct quarterly tests of the system to evaluate its performance and strengthen our response protocols.

- » Wildfire: Response Protocols outline procedures for evacuation, safety checks, and access to essential support. These protocols were activated during the Los Angeles wildfires in early 2025.
- » Earthquake: For the past three years, Synopsys has participated in the Global ShakeOut, conducting earthquake preparedness drills in high-risk areas with significant employee populations.
- » Air quality and pollution: An Air Quality Response Protocol was developed to monitor local air quality conditions and outlines protective actions when pollution levels exceed defined thresholds. The protocol includes employee notifications, exposure controls, and guidance such as limiting outdoor work, remote work recommendations, and respirator use during severe air quality events.
- » Workplace violence: At select facilities, we maintain a Workplace Violence Prevention Program that provides employees with incident response protocols and a confidential reporting channel for potential threats. Employees at these locations receive response training, and we conducted a drill in 2025 to test these procedures.



Hazardous Substance Safety

Synopsys operations involve limited exposure to hazardous substances. Where applicable, our Hazard Communication Program helps ensure that employees, contingent workers, and visitors are informed about any hazardous materials that may be present in the workplace. The program applies to Synopsys employees as well as suppliers and contingent workers conducting work activities at our facilities. Safety data sheets are made accessible, and employees who may encounter hazardous substances receive appropriate training.

Developing Our Future Workforce

The global technology industry continues to face a shortage of highly skilled talent. Synopsys works with universities, industry partners, and governments to help develop the engineers and innovators who will support the next generation of innovators for chip design, advanced computing, products, and systems. We aim to help equip engineers entering technology-driven industries such as semiconductors, healthcare, aerospace, automotive, and energy with the skills they need to make an impact.

Our approach consists of two key components:

- » Creating a pipeline of talent by engaging students, educators, and researchers
- » Upskilling the current workforce at partner organizations to prepare them for advancing technologies



SYNOPSISYS® ACADEMIC & RESEARCH ALLIANCES

The Synopsys Academic & Research Alliances (SARA) program works closely with universities worldwide to enhance workforce development initiatives. By focusing on fostering research, innovation, and talent, the program aims to strengthen Synopsys' position as a preferred technology partner and support the workforce of tomorrow. Our initiatives engage a wide range of academic stakeholders:

- » Students: Empower and educate the next generation of engineers, to be ready to tackle tomorrow's challenges
- » Educators: Lower the barrier to access our tools and increase adoption in curriculum through training and resources
- » Researchers: Address evolving challenges in the semiconductor industry and beyond, uncover new solutions, and pave the way for future technologies

Engaging Semiconductor Talent Early

Synopsys promotes talent development by helping students connect classroom learning with real-world engineering challenges. Through its academic efforts, Synopsys provides more than 2,000 universities worldwide with affordable access to cutting-edge, commercial-grade Synopsys technology for classroom use and fundamental research projects. Our semiconductor-focused curriculum offers close to 100 full-semester courses for bachelor's and master's degrees, complete with fully developed materials, including slides, syllabi, labs, homework, exams, and projects. Synopsys employees actively participate in the program through workshops, contests, thesis advising, training programs, and partnerships that support fundamental research.

Upskilling Semiconductor Technology Talent

In addition to supporting early talent development, Synopsys works to strengthen the capabilities of the semiconductor industry's existing workforce. We partner with customers to provide training on advanced Synopsys tools and technologies, helping engineers build new skills and support the adoption of emerging solutions.



Semiconductor Partnerships

Synopsys Academic & Research Alliances (SARA) continues to expand global impact through workforce development partnerships, hands-on academic programs, and regional capacity-building initiatives aligned with industry needs. In 2025, Synopsys formalized a partnership with the SEMI Foundation to advance semiconductor education and training in collaboration with academic institutions and industry experts. The program enables joint development of specialized programs for K-12, higher education, and veteran communities in the U.S. and internationally.

To connect academic learning with real-world chip development, Synopsys partnered with GlobalFoundries to launch a pilot “chip design to tapeout” program at 40+ universities worldwide, giving students and faculty hands-on access to industry-aligned design and manufacturing workflows. SARA also supported Purdue University's Semiconductor Design 101 course, broadening access to foundational semiconductor education for students.

Regional talent development continued across Latin America, where Synopsys hosted weeklong IC design boot camps in seven countries, reaching 400 students. In Asia, the Synopsys FinFET Academic Seminar in Taiwan convened academic and industry leaders to explore advanced design methodologies, AI-enabled electronic design automation (EDA) tools, and real-world design challenges. In Vietnam, SARA concluded its first integrated circuit (IC) Design Scholarship Program, recognizing 24 outstanding students from four universities as part of its commitment to building the next generation of semiconductor talent.

Ansys Academic Program

Ansyes simulation and analysis tools are used at more than 2,600 universities across 86 countries in teaching and research across a variety of engineering programs, including but not limited to mechanical, electrical, biomedical, aerospace, and civil sectors. Several of our tools are also adopted by middle and high school students and educators both in the classroom and in student competitions. We strive to drive accessibility off campus and lower the cost barrier to using our tools with free software product downloads available to make it easy for student self-learning. In 2025, the free student version was downloaded over 757,000 times, with nearly 4.8 million downloads since our student products launched in 2015. More information can be found [here](#).



Empowering Student Design Teams

Ansyes partners with student design teams around the world that create innovative vehicles, rockets, and more by competing in events like Formula SAE, World Solar Challenge, the Institution of Mechanical Engineers, STEM Racing, and Spaceport America Cup. These competitions help students enhance their innovation and technology skills while gaining engineering experience. We partnered with over 2,000 student teams in 2025 providing free software, learning resources, and support. Additionally, we are the exclusive computational fluid dynamics (CFD) partner for STEM Racing, providing free access to our tools and learning resources to more than 29,000 registered schools worldwide. More than 119,000 middle and high school students from those schools attend regional and global competitions in person.

Simulation for Learning

Ansyes Innovation Space is a free, public online platform that offers learning materials and technical support for academia and beyond. The online experience features more than 500 self-paced innovation courses that use simulation to visualize and reinforce concepts. Many courses are application-based and complemented by foundational physics courses, with some professors assigning the courses as homework to supplement classroom learning. Our aim is to integrate simulation earlier into engineering curricula, while making education accessible to students and early-career professionals. Most courses can be completed with our free student download, and the Ansys Learning Forum enables users to engage with our support team and peers. In 2025, over 2.6 million unique users visited Ansys Innovation Space.

Supporting Curricula

We offer over 200 Education Resources, modular curriculum units that are designed to help professors easily integrate Ansys tools into their teaching. These resources attracted more than 112,000 unique users in 2025. In addition, we invite professors worldwide to develop innovative teaching methods using Ansys tools, through two open calls for curriculum development proposals. A sum of \$250,000 is allocated to support the creation of the selected curriculum proposals.

Social Impact

Synopsys seeks to contribute positively to the communities where we operate, to reflect our values, strengthen our culture, and foster employee engagement. Our Synopsys for Good program anchors these efforts, focusing on three priorities: expanding access to K–12 science, technology, engineering, and math (STEM) education; supporting organizations that address essential community needs; and advancing initiatives that help mitigate climate change.

Synopsys for Good includes grants through the Synopsys Foundation, employee giving through the Matching Gift Program,

and employee community engagement through volunteerism. The program is led by our Social Impact team and delivered in partnership with employee Community Leads and Community Involvement Teams around the world. We take a regional approach to philanthropy and community engagement to reflect local priorities. These efforts are supported by a global online platform that enables volunteer opportunities, matching gifts, and employee giving campaigns.



**SYNOPSISYS
FOR GOOD**

Synopsys for Good Focus Areas

Education

Focusing on K–12 (primary and secondary) education, we aim to prepare students for the future of work and innovation with STEM education experiences. We partner with organizations that work to close achievement gaps; inspire and engage students to build problem-solving, design-thinking, and digital skills; and expand STEM education and career pathways.

Community

Focusing on the communities where we operate, we aim to improve quality of life and address essential needs for individuals and society. We partner with organizations that combat food insecurity and hunger, provide basic needs, and leverage technology to address social challenges.

Environment

Focusing on climate change, we aim to mitigate its effects on people and the planet. We partner with organizations that help protect ecosystems, improve access to and use of clean energy in rural and low-income communities, and create experiences that shape the next generation of environmental stewards.

2025 Impact by the Numbers

\$4.7M

Synopsys Foundation giving

\$1.5M

Synopsys India CSR 2% giving

\$1.9M

Employee giving reported

20K

Employee volunteer
hours reported

Engaging Employees in Our Communities

We encourage employee volunteerism that supports our Synopsys for Good focus areas where our people live and work. In 2025, participation grew, with a 25% increase in reported employee volunteer hours and an 11% increase in local office engagement during Season of Service.

Season of Service

Every year, our employees generously give their time during Season of Service, our one-month global volunteer program. Employees may participate in person at Synopsys offices, at nonprofit locations or project sites, and virtually.



Learn more about our [2025 Season of Service Volunteer Projects](#).

Matching Gifts

Globally, Synopsys amplifies our employees' community impact by matching charitable monetary donations 1:1 and contributing \$10 for every hour employees volunteer, collectively up to \$1,000 USD per employee per year. In 2025, combined employee giving and the Synopsys Foundation match delivered \$3.1 million to nearly 2,000 eligible charities and nonprofits worldwide through the matching gift program.



94

Projects

24

Countries

62

Office locations

83

Nonprofit partners

10,662

Volunteer hours reported



Points of Light

GLOBAL

Provides access to managed volunteer projects to address needs in local communities where our employees live and work.

SYNOPSIS® THE SYNOPSIS FOUNDATION

The Synopsys Foundation provides grants to eligible organizations in the communities where Synopsys operates, aligned with our focus areas: supporting K–12 STEM education to prepare students for the future, addressing essential needs in the community and working to mitigate climate change.



Korea Food for the Hungry International

THE REPUBLIC OF KOREA

Provides community-based programs to support underserved student populations through science experience education, social services, and local development initiatives.



Center of Digital Inclusion

PORTUGAL

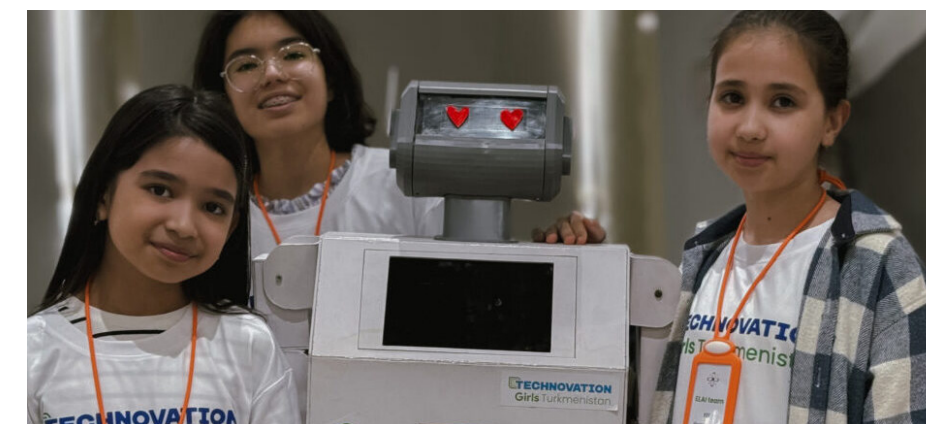
Provides digital skills education and computer science training through the “Apps for Good” program, to expand access to technology and STEM learning opportunities for students and educators.



Foundation for Environmental Education

ARMENIA

Provides Eco-Schools Armenia, a program to promote sustainability, climate awareness, and responsible stewardship through engagement with schools and communities.



Technovation

GLOBAL

Provides technology education and mentorship programs to empower students worldwide to develop problem-solving skills and create technology-based solutions for community issues.

Synopsis Outreach Foundation

Since 1999, the Synopsis Outreach Foundation (Outreach Foundation) has worked to ignite interest, nurture potential, and empower K–12 students in STEM. Through collaboration with Greater Bay Area stakeholders and community partners, the Outreach Foundation expands access to STEM education through project-based opportunities.

The Outreach Foundation supported thousands of STEM interactions in 2025, including:

- » Building STEM Classrooms, which provided nearly 1,300 local educators with essential supplies
- » STEM Shops, which provided foundational supplies to 740 new-to-career educators in seven counties
- » Nearly \$400,000 in STEM Opportunity Fund grants to local STEM programs, including maker spaces, field trips, and classroom activities
- » sciencepalooza!, which hosted more than 1,200 community members and 37 community partner organizations at San Jose State University for free, fun, hands-on activities that explored facets of STEM and pathways to STEM futures



Synopsis India Corporate Social Responsibility

In India, Synopsis creates positive social impact by partnering with organizations that provide STEM education, infrastructure support, and essential needs, and protect ecosystems. During the financial year in India (April 1, 2025 to March 31, 2026), Synopsis India collaborated with 23 nonprofit organizations on 34 projects, supporting nearly 78,500 beneficiaries.

These projects provided inclusive development, technology-driven STEM education, and sustainable infrastructure spanning both urban and rural areas across six Indian states. For example, the Spark of Curiosity program, in partnership with Saare Tare Zameen Par Trust, aimed to ignite curiosity in STEM and build conceptual learning habits through immersive, experiential, and inspirational learning methods for more than 4,000 students in 14 schools across the city of Bangalore.

These initiatives support our Synopsis for Good focus areas, while also fulfilling requirements under Section 135 of India's Companies Act 2013. This mandates that companies doing business in India and that meet specific thresholds for net profit, net worth, and revenue dedicate at least 2% of their average net profits from India operations to corporate social responsibility (CSR) activities.



GOVERNANCE

Acting with integrity in all we do

Ethics and integrity is at the core of our business and relationships with stakeholders. We are committed to adhering to all applicable laws and regulations while utilizing best practices in our operations, governance, reporting, and disclosures.

Corporate Governance

Synopsys' Board of Directors (Board) oversees our business and operations for the long-term benefit of our stockholders and our business. Duties include selecting qualified management and Board members, overseeing our corporate strategy and risk management, and providing regular feedback to management to help ensure our operations are carried out responsibly. The Board carries out its oversight duties directly and through its committees, which regularly report their findings to the full Board.

To fulfill its fiduciary duties to stockholders, enable effective oversight of key topics, and promote accountability, the Board operates within Synopsys' Bylaws, Corporate Governance Guidelines, committee charters, and various other policies. These documents are updated regularly as needed, and in 2025, the Corporate Governance Guidelines and committee charters were amended to align with corporate governance best practices.

We also recognize that advancing stockholder interests requires attention to the interests of other Synopsys stakeholders, including our customers, employees, business partners, and local communities.

For detailed descriptions of Synopsys' corporate governance practices, please refer to our most recent [Proxy Statement](#) and [Annual Report on Form 10-K](#), or visit the [Corporate Governance and Ethics](#) page of our website.

Our Board of Directors

Our Board members bring leadership expertise and decades of experience across diverse industries to effectively represent the interests of our stockholders. Among other duties, the Board helps to ensure the success and growth of our business and operations through the selection of qualified management, oversight of our strategic goals, and ongoing monitoring designed to ensure that our operations are conducted in a responsible manner. The Board is responsible for oversight of company-wide risk management efforts (see the [Enterprise Risk Management](#) section of this report for more details), including sustainability-related risks assessed through the enterprise risk management process. They also support development of effective senior executives and succession planning, including through annual review of the performance, development plans, retention strategies, and succession plans for our senior executives.

Synopsys' Board includes a Lead Independent Director and is supported by three standing committees comprised entirely of independent directors: the Audit Committee, the Compensation Committee, and the CGN Committee. These committees assist the Board in overseeing the company's business strategy and strategic planning, including but not limited to financial reporting, strategic transactions, senior development, succession planning, risk management, and human capital management.

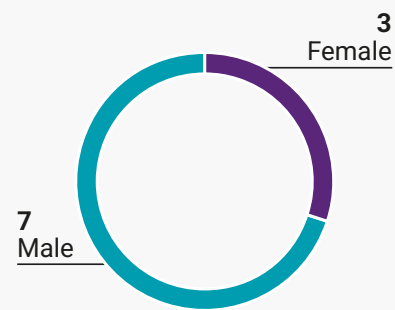
The CGN Committee oversees Responsible Business at Synopsys, which encompasses sustainability, human capital, and related governance matters. For more information, see the [How We Manage Responsible Business](#) section of this report.

Board Composition⁷

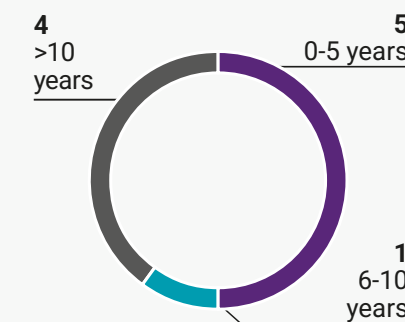
The CGN Committee works to ensure that the Board is made up of directors who bring a broad range of viewpoints and perspectives and exhibit a variety of skills, professional experiences and backgrounds, to represent the interests of our stockholders effectively. The CGN Committee works with the Board to determine the appropriate skills, experience, qualifications, and attributes we seek, with consideration of our business environment, strategic priorities, and the existing Board composition, in accordance with our Corporate Governance Guidelines.

To learn more about the Board and its committees, see our most recent [Proxy Statement](#) and our [Board Committees](#).

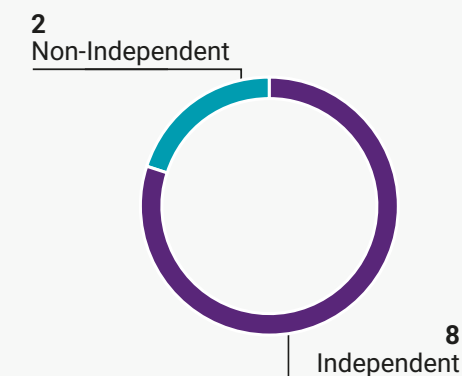
GENDER DIVERSITY



TENURE



INDEPENDENCE



SKILLS AND EXPERIENCE



Semiconductor Industry Experience

Executive-level knowledge and leadership in the semiconductor sector, such as customer, market, and competitive dynamics.



Enterprise Software Industry Experience

Executive-level knowledge and leadership in the enterprise software sector, such as customer, market, and competitive dynamics.



Engineering Simulation Analysis Industry Experience

Executive-level knowledge and leadership in the simulation & analysis sector, such as customer, market, and competitive dynamics.



Executive Leadership

Proven leadership of a complex enterprise, responsible for setting strategy, driving performance, and managing risk across a multitude of functions.



Global Expertise

Executive experience overseeing international operations, selling into non-U.S. markets, and navigating geopolitical, financial, and regulatory dynamics outside North America.



Strategy & Corporate Development

Leadership in driving strategic evolution, including M&A, corporate partnerships, strategic integrations, and divestitures, resulting in entering or exiting markets as well as creating compelling business opportunities.



Financial Expert

Senior financial leadership, including CFO or audit experience, qualified under SEC rules as an audit committee financial expert.



Sales & Marketing

Executive success leading sales or marketing functions, including go-to-market strategies and measurable business growth.



Emerging Technology

Experience assessing and leveraging emerging technologies including artificial intelligence to drive strategic innovation, improve operational efficiency, and mitigate risks.



Human Capital

Executive experience overseeing the strategy and implementation of workforce planning, succession planning, talent development, performance management, and organizational capability aligned to business goals.



Risk Management

Experience identifying, assessing, and mitigating strategic, financial, and operational risks to protect and advance the organization.



Cybersecurity

Executive experience leading cybersecurity strategies to protect information assets and ensure resilience against digital threats.



Public Company Board Experience

Board experience in public companies with a focus on governance, accountability, and stakeholder value.

⁷ Board member information as of May 27, 2026.

Ethics and Compliance

Our Chief Ethics and Compliance Officer leads Synopsys' Ethics and Compliance (E&C) program and provides regular updates to the Audit Committee. Our Code of Ethics and Business Conduct (the Code), together with related policies and procedures, guides the behavior and actions of our global workforce in accordance with our core values, high ethical standards, and legal responsibilities. Our Board, executives, employees, and contractors are required to read, understand, and attest that they will comply with the Code during onboarding and annually thereafter. In addition, certain employees complete role-specific, in-depth training on ethics and compliance topics. Alongside the Code, our Business Partner Code of Conduct and Supplier Code of Conduct set out our high ethical and legal standards across our broader business ecosystem.

Compliance Risk Assessment

We perform an annual Enterprise Compliance Risk Assessment to identify, evaluate, and prioritize legal compliance risks outlined in the Ethics and Compliance Program Charter. Findings are shared with Synopsys' Enterprise Risk Management Office and reported to the Board.

In 2025, the annual compliance risk assessment included a focused review of Ansys operations. To enhance our ability to assess and mitigate potential risks, we increased the use of E&C dashboards and AI-enabled monitoring and risk detection.

Policies and Statements

- » [Synopsys Board Committee Charters](#)
- » [Synopsys Bylaws](#)
- » [Synopsys Business Partner Code of Conduct](#)
- » [Synopsys Code of Ethics and Business Conduct](#)
- » [Synopsys Conflict Minerals Policy](#)
- » [Synopsys Corporate Governance Guidelines](#)
- » [Synopsys Data Privacy and Protection Statement](#)
- » [Synopsys Human Rights Policy](#)
- » [Synopsys Privacy Policy](#)
- » [Synopsys UK Modern Slavery Act Statement](#)
- » [Synopsys Supplier Code of Conduct](#)
- » [Synopsys Voluntary Carbon Market Disclosure](#)

SPEAK UP.

Your voice matters.

Ask questions or raise your integrity concerns through our Integrity Helpline.

We're listening.



Contact the Synopsys Integrity Helpline.

- Online or via phone
- Available 24 x 7
- Anonymous reporting option

SYNOPSYS

synopsys.ethicspoint.com

Ethics and Compliance Month

Every year, Synopsys hosts a month of activities to highlight the importance of ethics and integrity. In 2025, we hosted "Speak Up, Listen Up" panels to help managers respond effectively to concerns. The panels featured members of our executive leadership and attracted strong manager participation.

Ethics and Integrity Training

Employees receive training on the Code and related policies to support understanding and adherence to its principles. In 2025, we launched an updated ethics and integrity training program. Of our employees, 100% completed the training and attested to abiding by the Code. Additional training is offered for certain roles and geographies with higher risk. Topics include, but are not limited to, anti-corruption, import/export compliance, privacy, harassment prevention, and the protection of confidential information.

Reporting Concerns

As part of our commitment to integrity, Synopsys expects all personnel, including employees, officers, directors, interns, and contingent workers, to report any suspected violations of laws, rules, regulations, or company policies involving our personnel, suppliers, vendors, or channel partners. Personnel are encouraged to raise concerns at any time with a manager, their Human Resources Business Partner, Legal, E&C, or our third-party managed Integrity Helpline. The E&C team manages Helpline intake to ensure reports are properly evaluated and, as appropriate, communicated to the Audit Committee. The Integrity Helpline is available not only to Synopsys personnel, but to anyone globally who chooses to reach out. Synopsys prohibits retaliation against anyone who raises a concern in good faith or participates in an internal investigation.

Anti-Bribery and Anti-Corruption

Synopsys upholds high standards of ethical business conduct, including a zero-tolerance policy for bribery and corruption. We are committed to complying with applicable global anti-bribery laws in the countries where we do business. Our Code, Synopsys Anti-Corruption Policy, and other internal guidance materials outline our expectations for anti-corruption compliance. In 2025, we updated our anti-corruption policies to expand language addressing money laundering and terrorist or cartel financing. Specialized anti-corruption training is provided for key employee groups, tailored to their responsibilities and risks. We conduct an annual anti-corruption risk assessment, and our E&C team works with Internal Audit to evaluate Synopsys' operations for potential corruption risks.

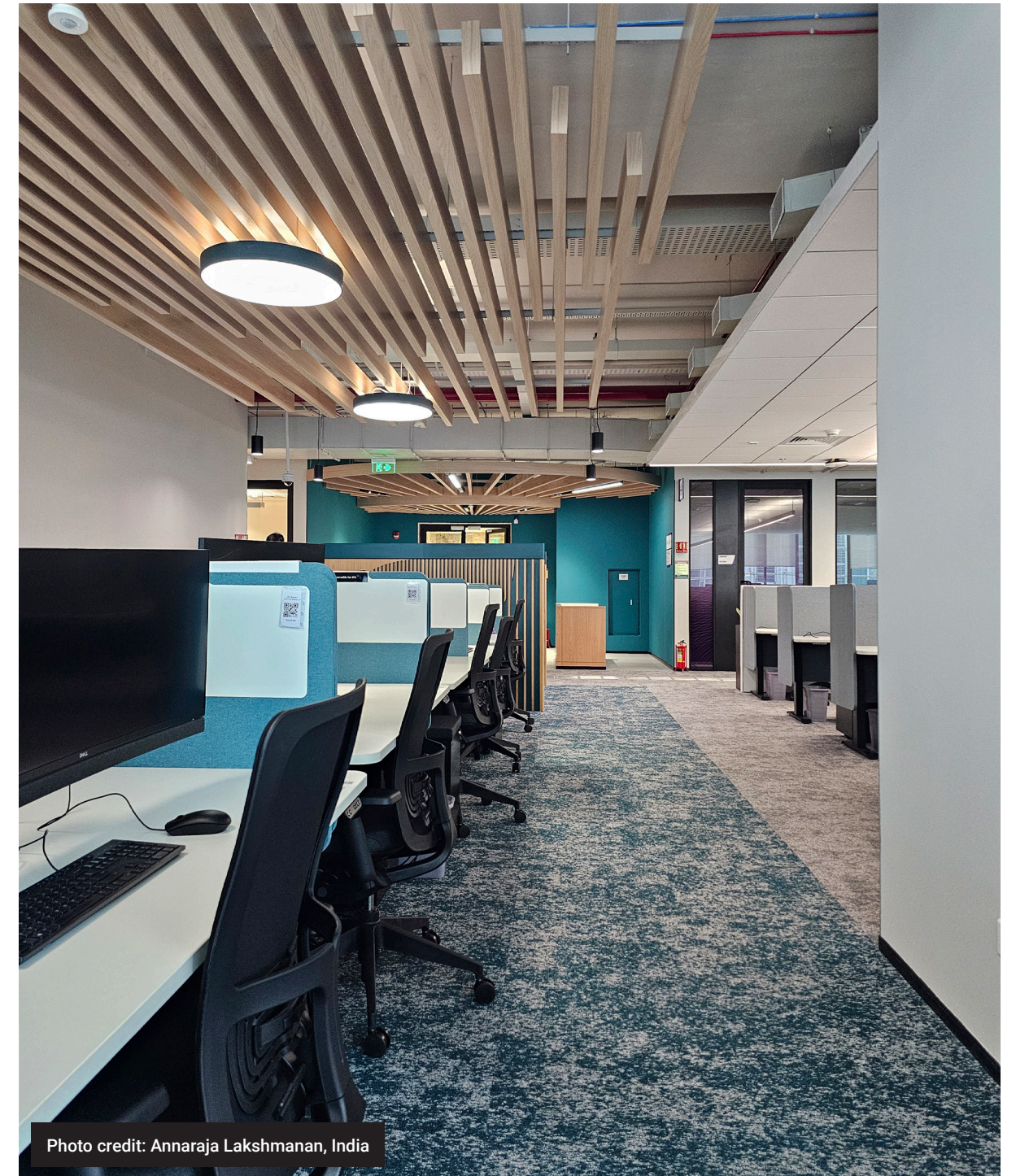


Photo credit: Annaraja Lakshmanan, India



Enterprise Risk Management

Synopsis maintains an enterprise risk management (ERM) program that provides a full overview of our compliance, strategic, operational, and financial risks throughout the organization. Managed by a committee of senior leaders and led by our General Counsel, the ERM program identifies the most significant risks for Synopsis. These risks are then reported to the Board on an annual basis. Management team members are identified as responsible for these key risks and provide regular updates to our Chief Executive Officer on the efforts to manage and mitigate such risks.

Business Continuity and Resiliency

Preparedness and resilience are essential to Synopsys' ability to serve employees, customers, and stockholders. We invest in people, technology, processes, and controls to strengthen readiness for evolving risks. Business continuity plans are refreshed annually and tested through scenario-based exercises addressing economic and geopolitical disruptions, public health emergencies, and extreme climate events that may affect our people, operations, and assets.

In 2025, we renewed our ISO 22301 certification and expanded climate-related considerations in our continuity plans. Additionally, we integrated Ansys operations and updated and tested 119 business continuity plans. We continue to enhance our approach by leveraging technology, analytics, and AI to monitor emerging risks,

identify potential disruptions, and support mitigation planning. We adopted a new cloud-based continuity platform to further strengthen these capabilities. Business continuity efforts are aligned with employee health and safety and natural disaster preparedness. These efforts are supported by tools such as SynopsysALERT, our internal mass notification system, and insights from our annual climate risk assessments.

Data Center and Recovery Testing

We test our response and recovery capabilities throughout the year. In 2025, we conducted a full failover test from the primary data center to the backup data center. There was no disruption to business operations, demonstrating the effectiveness of our disaster recovery plans.

Travel Security

We monitor and take steps to mitigate safety, security, cyber, and health risks associated with employee business travel. Employees traveling to high-risk countries receive additional guidance and protocols, including safety check-ins.



Photo credit: Mehnoor Dhar, India

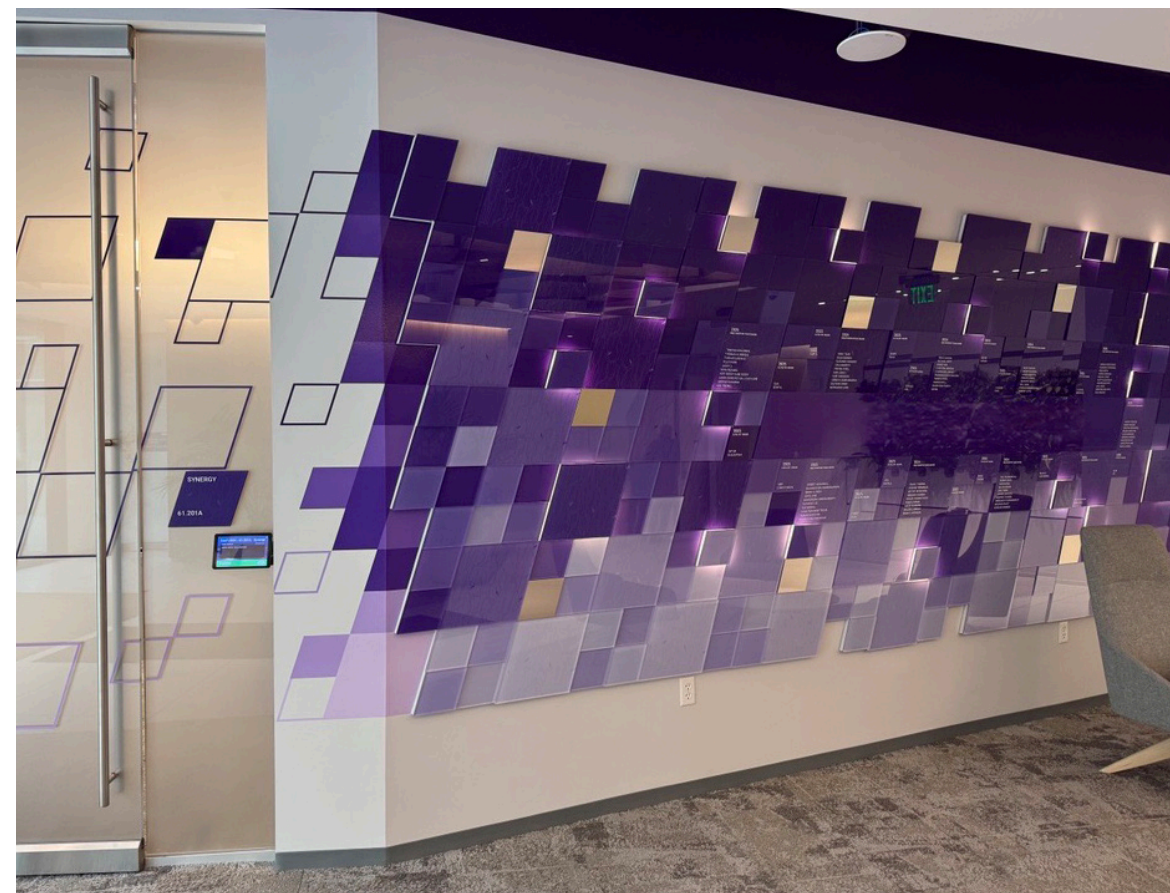
Cybersecurity and Privacy

Synopsys considers information technology and data security, particularly cybersecurity, essential to the success of our company and the broader technology industry in which we operate. We are dedicated to protecting our IP, helping customers design security protections into their systems, and maintaining the security and privacy of our partners' and employees' data. In 2025, we expanded our cybersecurity team to enhance our ability to address the evolving cyberthreat landscape.

Our Chief Information Security Officer (CISO) leads our cybersecurity program, reporting directly to our executive management team. Our Board actively oversees cybersecurity risk management. At least once a year, senior management, including our CISO, presents to the Board on Synopsys' cybersecurity performance and risk profile. In addition, senior management and our CISO present semiannually to our CGN Committee on Synopsys' cybersecurity risk oversight activities and cybersecurity preparedness efforts. We formalized the CISO's reporting relationship with the Board through a charter detailing the role's responsibilities.

The members of the CGN Committee, a majority of whom have experience in cybersecurity and related matters, meet with members of senior management to review our information technology and data security policies and practices, and to assess current and potential threats, cybersecurity incidents, and related risks. The Board and CGN Committee also regularly engage in ad hoc conversations with management on cybersecurity developments and updates to our cybersecurity risk management and strategy programs. Material cybersecurity threat risks, if any, may also be discussed during separate Board meetings.

Synopsys' cybersecurity policies and procedures are designed to align with multiple industry-recognized frameworks, including the National Institute of Standards and Technology Cyber Security Framework (NIST CSF) and the ISO/International Electrotechnical Commission (IEC) 27001 Information Security



Championing Information Security

To embed information security across our operations, we expanded the Business Information Security Officer and Cybersecurity Champions programs. Training is delivered in both in-person sessions and webinars on our Employee Experience Platform. We also engage external suppliers to provide specialized training.

Management Framework. Certain Synopsys products are ISO27001 and/or System and Organization Controls Type 2 (SOC2) certified, and we achieved additional certifications in 2025. Our internal audit department regularly assesses our conformity with these frameworks. We track implementation of the NIST CSF through regular third-party maturity assessments that inform performance goals for the coming period. We also monitor the evolving landscape of related laws and regulations and regularly update our policies and processes to promote continued compliance.

In addition, we maintain cyber liability insurance that covers certain liabilities related to data breaches and other cyber incidents. Since 2015, Synopsys has experienced no material information security breaches or associated penalties/settlements, and the expenses we have incurred from cybersecurity incidents were immaterial. During the same period, while some of our suppliers have experienced security breaches, none of these breaches have had a material impact on Synopsys.

Our Data Privacy Commitment

Synopsys is committed to strong privacy principles and transparency about our use of the personal data we collect related to our employees, customers, partners, and other stakeholders. Our privacy program supports compliance with applicable privacy and data protection laws globally, strives to meet market standards and best practice, and promotes the confidentiality, integrity, and availability of information.

We monitor the evolving global legal landscape and update our program to account for new privacy obligations. Our Data Privacy Team, led by our Chief Privacy Officer, is responsible for reviewing policies, procedures, contracts, services, and technology platforms designed to address evolving data privacy regulations in Europe, the U.S., Asia, and other regions. Our public-facing [Privacy Policy](#) explains how we collect and use personal data and is reviewed regularly to reflect relevant laws and regulations.



Product Security

The Synopsys Product Security Team identifies and mitigates cybersecurity risks throughout the Secure Software Development Lifecycle (SSDLC). Formalized policies and automated tools help Synopsys protect source code and build integrity by proactively embedding security into product teams and business units. The team leads incident response activities, advances automated threat modeling to identify vulnerabilities, assesses risk, and recommends mitigation strategies to support informed decision-making for executive management and the Board.

Software Development Integrity

Attention to software security is expanding. Our global EDA Software Security Development Policy follows industry-recognized best practices throughout our software development, including third-party software management, product release requirements, release criteria for vulnerability management, and emergency response procedures for defect remediation.

Our Cybersecurity Approach

- » Security and privacy reviews for new features, software, suppliers, and vendors
- » Software vulnerability management program
- » Monitoring tools for our networks, systems, and data
- » Internal red team program that simulates cyber threats to enhance our ability to fix vulnerabilities
- » Threat intelligence program
- » Products and services to structure, test, and assess the rigor of our software security practices
- » Privacy, cybersecurity, and incident response training and simulations
- » Mandatory annual training for all employees, with additional training for all Information Technology and Information Security employees
- » Regular controlled penetration testing and cyber incident exercises
- » Risk-based diligence, contractual security and notification provisions, and ongoing monitoring for suppliers and service providers as appropriate
- » Cyber liability insurance related to data breaches and related incidents

Supply Chain Engagement

Synopsys promotes responsible business practices throughout our business ecosystem, engaging key suppliers to help maintain a resilient and responsible supply chain. Our program, supported by membership in the Responsible Business Alliance (RBA), requires suppliers to comply with applicable laws and our Supplier Code, which aligns with the RBA Code of Conduct standards for labor, health and safety, environment, and business ethics.

All suppliers must agree to operate in a manner consistent with the Synopsys Code of Ethics and Business Conduct. In addition, all new suppliers must complete an onboarding questionnaire and are screened against various risk management indicators.

We built on our existing policies by developing a Supply Chain Risk Dashboard. This work aims to identify potential human rights and environmental risks across our supply base, prioritize suppliers for engagement, and inform mitigation strategies. We assessed top suppliers from the prior year based on factors such as supplier criticality, industry exposure, spend levels, and supplier assessment questionnaire data. Our analysis provides insights into potential risk hotspots and supports targeted supplier engagement. In addition, our Business Continuity and Resilience

team is developing a Supply Chain Resilience Tool that overlays supplier locations with threat maps and impact scenarios, to monitor potential disruptions.

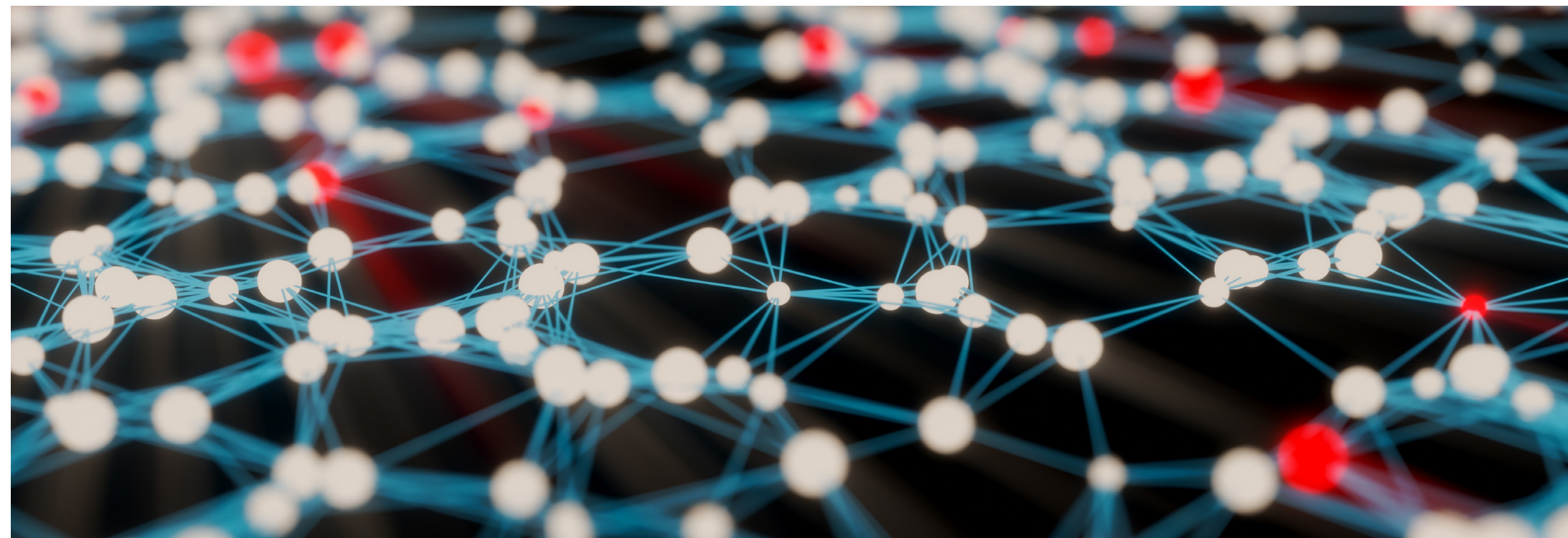
As part of our SBTi emissions reduction targets, Synopsys commits that 45% of our suppliers for purchased goods and services and capital goods, based on spend, will maintain their own science-based targets by 2027. We advanced

toward this goal in 2025 by strengthening supplier communications, expanding data collection, and updating our supplier climate maturity analysis framework.

Synopsys files a Conflict Minerals Report annually with the SEC. For the 2025 reporting year, we sought to survey all our suppliers and identify high-priority suppliers. We received responses to the Conflict Minerals Reporting

Template (CMRT) from approximately 90% of our suppliers, representing over 99% of our hardware product expenditure for this reporting period.

Further information regarding our efforts, including our statement in compliance with the UK Modern Slavery Act, can be found on our [Supply Chain website](#).





Responsible AI

Artificial intelligence is transforming how engineering systems and semiconductor technologies are designed and developed. As AI reshapes how engineering itself is practiced from system architecture to silicon realization, we believe trust, transparency, and accountability must be engineered as deliberately as performance and scale. We are using AI to optimize Synopsys systems, increase the energy efficiency of our offerings, and empower our employees to achieve greater productivity and innovation.

Synopsys has established a responsible AI governance framework for the development and use of AI across the company. Designed to enable innovation, this model aligns governance, technology, and culture to protect critical assets, maintain customer trust, and support long-term business value. Our Board oversees AI-related risks, and Synopsys' AI Tools Review Board, a dedicated cross-functional team, leads our efforts to ensure AI is used responsibly and effectively. The team meets regularly to review and evaluate new opportunities for AI integration, while maintaining ethical standards and mitigating risks. We employ a centralized internal platform and structured

Driving Innovation with Responsible AI

Synopsys is committed to developing and using AI responsibly, with a focus on transparency, security, privacy, and ethical use. Our Responsible AI program is guided by principles designed to promote trustworthy AI while supporting innovation.

review framework for new models, use cases, internal and customer applications, and third-party partnerships.

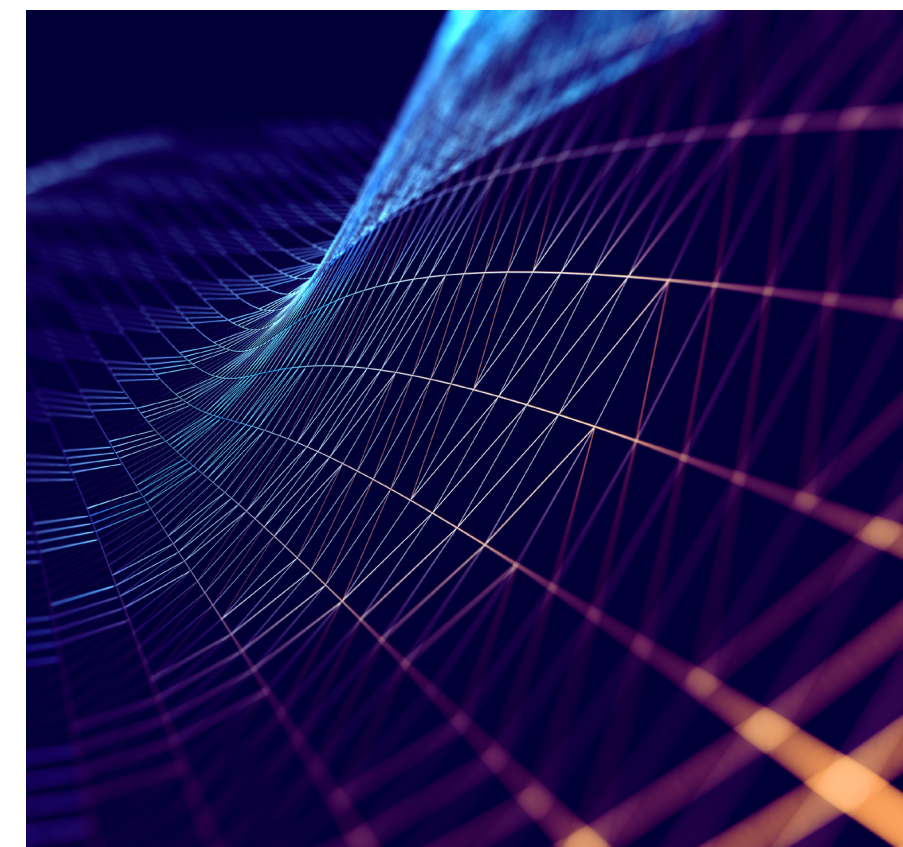
In 2025, the AI Tools Review Board finalized formal guiding principles for AI use, with the goal of balancing risk and opportunity. These principles encompass our AI policies and practical use cases to provide clear guidance for our teams. These principles form the foundation of our Artificial Intelligence/Machine Learning Policy, which helps foster the ethical use of AI while balancing potential benefits and associated risks. Synopsys has made AI training resources available to employees. Read more about Synopsys AI Academy in the [Our People](#) section of the report.

Security requirements and controls are embedded into system design, product development, and operational processes. Enterprise security architectures, policies, and secure development practices are designed to scale globally and adapt to changing risk conditions. Continuous assessment, testing, and improvement help ensure that controls remain effective as technologies, suppliers, and operating models evolve. As cyber threats continue to grow in sophistication for generative artificial intelligence (GenAI) applications, Synopsys remains committed to strengthening its governance practices in line with industry standards, regulatory expectations, and emerging technologies, ensuring that security remains an enabler of innovation, resilience, and sustainable growth.

Our enterprise generative and agentic AI platform incorporates safeguards designed to support security, privacy, intellectual property protection, and ethical AI use. Technical guardrails, monitoring tools, and analytics help identify potential risks such

as bias, misuse, or system drift, while knowledge-based grounding and human review processes support reliable outputs and accountability. Through these measures, Synopsys aims to enable responsible development and deployment of AI technologies that support customers and advance engineering innovation.

As AI capabilities continue to advance, Synopsys remains committed to evolving its Responsible AI practices in alignment with emerging technologies, customer needs, and global best practices.





Political Activities and Contributions

Synopsys engages in direct advocacy with government officials on public policies relevant to the company. We comply with applicable laws and relevant internal procedures and approvals, including lobbying registration and disclosure laws, ethics rules, the Foreign Corrupt Practices Act, and anti-bribery laws worldwide, as stipulated in our Political Activities Policy.

In the U.S. and abroad, we also engage with trade and industry associations that may undertake advocacy on behalf of their members. This includes the Synopsys, Inc. Political Action Committee (PAC), a separate segregated fund permitted by U.S. federal law to accept voluntary contributions from certain eligible employees. The PAC may make limited and disclosed contributions to support the campaigns of candidates for the U.S. Congress whose policy positions align with Synopsys' legislative priorities.

Synopsys covers the administrative costs of operating this segregated fund, as allowed by U.S. law. However, Synopsys does not deposit corporate general treasury funds into it and does not make contributions to political candidates, political parties, or political action committees.

More information can be found at [Government Affairs](#).





Appendices



GHG Emissions Data Table

	FY2019 MTCO ₂ e ⁸	FY2024 MTCO ₂ e	FY2025 MTCO ₂ e ⁹
SCOPE 1 EMISSIONS			
Fugitive Emissions (Refrigerants)	1,301	1,261	1,811
Natural Gas Combustion	2,566	793	1,096
Diesel Fuel Combustion	14	81	280
Mobile Emissions	998	138	429
TOTAL SCOPE 1	4,879	2,273	3,616
SCOPE 2 EMISSIONS (PURCHASED ELECTRICITY)			
Offices	30,488	15,169	19,073
Colocated Data Centers	11,715	10,085	11,220
TOTAL SCOPE 2 (MARKET)	42,203	25,254	30,293
SCOPE 3 EMISSIONS¹⁰			
Purchased Goods and Services	83,417	82,467	115,313
Capital Goods	62,470	41,883	55,995
Fuel and Energy Related Activities	12,004	13,708	9,598
Upstream Transportation & Distribution	2,211	3,615	4,008
Operational Waste	608	3,259	5,642
Business Travel	25,596	24,359	38,249
Employee Commute	31,859	14,994	28,810
Upstream Leased Assets	Not calculated	1,594	423
Use of Sold Products	25,698	33,815	44,270
End-of-Life of Sold Products	6	1	2
Downstream Leased Assets	1,135	1,292	5,672
Investments	Not calculated	161	3,303
TOTAL REPORTED SCOPE 3	245,004	221,148	311,285
TOTAL REPORTED EMISSIONS	292,086	248,675	345,194

The data used in calculating GHG emissions are subject to measurement uncertainties due to inherent limitations based on the nature and methods used. The GHG Protocol allows for multiple measurement methodologies which could result in materially different emission values. For more information see our [External Assurance Statements: FY25 Emissions Data](#).

⁸ FY2019 data is in reference to Synopsys' SBTi base year and has been rebaselined to reflect the Ansys acquisition.

⁹ Ansys included.

¹⁰ The categories of Processing of Sold Product and Franchises are not applicable to our business and are not included in our Scope 3 inventory.



TCFD Index

The table below addresses the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Based on our most recent assessment, we have not identified any of the climate-related risks outlined below as currently having a material impact on our financial performance and operational results. The information reported below is based on an analysis undertaken in 2025 and does not include Ansys.

Governance

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE
Describe the board’s oversight of climate related risks and opportunities	The Synopsys Board of Directors (the Board) oversees risk management at Synopsys and executes its oversight responsibility directly and through its committees. The Corporate Governance and Nominating Committee (CGN Committee) of the Board has direct oversight of responsible business matters, the scope of which includes climate-related issues. As stated in its publicly available charter, the CGN Committee is responsible for reviewing, assessing, reporting, and recommending to the Board certain policies, practices, priority and risk assessments, risk management, initiatives, goals, progress toward goals, and public disclosures relating to responsible business matters, as needed, except to the extent delegated to other committees of the Board. The CGN Committee also coordinates with other committees of the Board to oversee responsible business matters. The CGN Committee receives updates from the Responsible Business Management Team.	CDP Report (4.1.2)
Describe management’s role in assessing and managing climate-related risks and opportunities	The Synopsys Responsible Business Management Team (the Management Team) is responsible for our responsible business strategy and goals, which includes assessing, monitoring, and managing climate-related risks and opportunities. The C-suite-led Climate Action Steering Committee guides our environmental strategy. The Management Team oversees our efforts to advance responsible business practices across the Company, with support from the Responsible Business Leadership Committee (the Leadership Committee). The Leadership Committee includes executives from across our business who provide data and oversight of the implementation of our strategies within their respective areas of responsibility. Members of the Leadership Committee participate in the periodic climate-related risk and opportunity assessment of business activities and strategies. They also help inform the climate-related aspects of our strategy and roadmap, including stakeholder engagement, metrics and disclosures, and special projects.	CDP Report (4.3)



Strategy

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE																		
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>In 2022, we completed our initial climate-related risk and opportunity assessment of the potential relevance and significance of the following climate-related risk and opportunity drivers applicable to our business over short (0–1 years), medium (2–3 years), and long (4+ years) time horizons. We update this assessment periodically to reflect potential changes in our risk profile and to incorporate additional internal stakeholders as relevant.</p> <table border="1" data-bbox="657 462 2716 1283"> <thead> <tr> <th data-bbox="657 462 1008 512">RISK CATEGORY</th> <th data-bbox="1015 462 2365 512">DESCRIPTION</th> <th data-bbox="2371 462 2716 512">TIMEFRAME</th> </tr> </thead> <tbody> <tr> <td data-bbox="657 516 1008 620">Acute Physical</td> <td data-bbox="1015 516 2365 620">Increasing frequency/severity of climate-driven events (e.g., floods, wildfires, heatwaves, power interruptions) and potential disruption of operational and supply chain activities.</td> <td data-bbox="2371 516 2716 620">Short–long term</td> </tr> <tr> <td data-bbox="657 623 1008 766">Chronic Physical</td> <td data-bbox="1015 623 2365 766">While our direct operations are not water intensive, chronic physical changes including changing precipitation patterns and water scarcity could impact our supply chain, potentially leading to increased costs to secure key materials and/or manufacture our hardware products.</td> <td data-bbox="2371 623 2716 766">Medium–long term</td> </tr> <tr> <td data-bbox="657 770 1008 1103">Transitional – Regulatory/Legal</td> <td data-bbox="1015 770 2365 1103"> <p>Regulatory: Failure to meet regulatory and investor reporting and disclosure requirements could lead to fines and negative investor ratings.</p> <p>Legal: While we are not in a highly carbon-intensive sector, we could potentially face legal risk related to climate matters, including potential liability arising from inaccurate GHG emissions reporting and other climate-related disclosures or expenses. In addition, statements regarding climate initiatives, goals, and progress may be based on measurement standards that continue to evolve, internal controls and processes that are still maturing, and assumptions subject to change.</p> </td> <td data-bbox="2371 770 2716 1103">Short–long term</td> </tr> <tr> <td data-bbox="657 1107 1008 1175">Transitional – Policy</td> <td data-bbox="1015 1107 2365 1175">Escalating energy and carbon costs increase supply chain costs and impair profitability.</td> <td data-bbox="2371 1107 2716 1175">Medium–long term</td> </tr> <tr> <td data-bbox="657 1179 1008 1283">Transitional – Reputational</td> <td data-bbox="1015 1179 2365 1283">Lack of comprehensive climate strategies could impact our attractiveness to customers, investors, and talent, which could impact perceptions of our commitment to climate risk management.</td> <td data-bbox="2371 1179 2716 1283">Short–long term</td> </tr> </tbody> </table>	RISK CATEGORY	DESCRIPTION	TIMEFRAME	Acute Physical	Increasing frequency/severity of climate-driven events (e.g., floods, wildfires, heatwaves, power interruptions) and potential disruption of operational and supply chain activities.	Short–long term	Chronic Physical	While our direct operations are not water intensive, chronic physical changes including changing precipitation patterns and water scarcity could impact our supply chain, potentially leading to increased costs to secure key materials and/or manufacture our hardware products.	Medium–long term	Transitional – Regulatory/Legal	<p>Regulatory: Failure to meet regulatory and investor reporting and disclosure requirements could lead to fines and negative investor ratings.</p> <p>Legal: While we are not in a highly carbon-intensive sector, we could potentially face legal risk related to climate matters, including potential liability arising from inaccurate GHG emissions reporting and other climate-related disclosures or expenses. In addition, statements regarding climate initiatives, goals, and progress may be based on measurement standards that continue to evolve, internal controls and processes that are still maturing, and assumptions subject to change.</p>	Short–long term	Transitional – Policy	Escalating energy and carbon costs increase supply chain costs and impair profitability.	Medium–long term	Transitional – Reputational	Lack of comprehensive climate strategies could impact our attractiveness to customers, investors, and talent, which could impact perceptions of our commitment to climate risk management.	Short–long term	<p>CDP Report (2.1, 3.1, 3.1.1, 3.6, 3.6.1)</p>
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Strategy

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION			2025 CDP REFERENCE												
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term (continued)	<table border="1"> <thead> <tr> <th data-bbox="663 306 1015 372">OPPORTUNITY CATEGORY</th> <th data-bbox="1015 306 2368 372">DESCRIPTION</th> <th data-bbox="2368 306 2738 372">TIMEFRAME</th> </tr> </thead> <tbody> <tr> <td data-bbox="663 372 1015 439">Resilience</td> <td data-bbox="1015 372 2368 439">Potential to increase resilience through incorporation of climate scenarios into business resiliency planning.</td> <td data-bbox="2368 372 2738 439">Short–long term</td> </tr> <tr> <td data-bbox="663 439 1015 551">Products/Services/Market</td> <td data-bbox="1015 439 2368 551">Drivers for the low-carbon economy transition to stimulate increased demand for Synopsys’ products.</td> <td data-bbox="2368 439 2738 551">Medium–long term</td> </tr> <tr> <td data-bbox="663 551 1015 695">Resource Efficiency</td> <td data-bbox="1015 551 2368 695">Opportunities to hedge against future increases in fossil fuel costs driven by carbon pricing and other factors through investments in energy efficiency.</td> <td data-bbox="2368 551 2738 695">Medium–long term</td> </tr> </tbody> </table>	OPPORTUNITY CATEGORY	DESCRIPTION	TIMEFRAME	Resilience	Potential to increase resilience through incorporation of climate scenarios into business resiliency planning.	Short–long term	Products/Services/Market	Drivers for the low-carbon economy transition to stimulate increased demand for Synopsys’ products.	Medium–long term	Resource Efficiency	Opportunities to hedge against future increases in fossil fuel costs driven by carbon pricing and other factors through investments in energy efficiency.	Medium–long term			CDP Report (2.1, 3.1, 3.1.1, 3.6, 3.6.1) (continued)
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Products/Services/Market	Drivers for the low-carbon economy transition to stimulate increased demand for Synopsys’ products.	Medium–long term														
Resource Efficiency	Opportunities to hedge against future increases in fossil fuel costs driven by carbon pricing and other factors through investments in energy efficiency.	Medium–long term														
Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning	<p>Periodically, we assess our risks and opportunities against the TCFD framework. Based on our most recent assessment, we have not identified any physical or transitional climate risks as having a high risk or material impact on our business, strategy, or financial planning. However, acute physical risks such as severe storms may cause business disruptions, impacting our hardware and digital supply chain operations. These disruptions are factored into our financial planning as well as our business continuity and resiliency programs. This includes related measures such as the maintenance of buffer stock for component parts and finished goods.</p>			CDP Report (3.1.1, 3.6.1, 5.2, 5.3.1, 5.3.2)												
	<p>Synopsys relies on third-party contract manufacturers to assemble our hardware products, such as the ZeBu® emulation system. Several of these manufacturers as well as their component and raw material suppliers are in regions, such as Southeast Asia and Northern Europe, that are vulnerable to increasing extreme weather events that can result in flooding and other impacts. Disruption to supplier operations can result in delays to production lasting from several days to several months, depending on the severity of the event. For our hardware supply chain function, we maintain a buffer stock of product and key components to support one to two quarters of supplier disruption. Additionally, where possible, we maintain two sources for parts and contract manufacturers in different geographies to avoid being impacted by the same disruption event. These strategies have helped us to avoid significant product supply disruption due to severe weather events.</p>															
	<p>Synopsys is committed to helping drive energy savings through technologies that enhance efficiency in the design and use of chips and systems. Energy-efficient systems-on-chip (SoCs) are critical for high-performance computing, artificial intelligence, data centers, networking, and other applications. Synopsys’ solutions drive significant improvements in compute power per watt across every phase of the SoC design process.</p>															
<p>To help further address climate-related risks and opportunities, including transitional risks associated with attracting and retaining customers, we have set emissions reduction targets, which were validated by the Science Based Targets initiative (SBTi) in 2023. These goals, and our related efforts to reduce emissions, help us respond to our customers’ expectations and support our customers’ mission for a low-carbon supply chain. We have also implemented Virtual Power Purchase Agreements (VPPAs) to increase our use of renewable energy, and since 2022, have begun to realize the economic and carbon-free benefits of these agreements.</p>																



Strategy

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario</p>	<p>In 2022, we undertook an initial climate risk scenario analysis focused on transitional risks associated with carbon pricing. In 2024, we updated that analysis and expanded our scenario analysis efforts to include an assessment of physical risks across our global locations, including flooding, drought, water stress, wildfire, extreme heat, and cyclones. We also began assessing climate transition-related opportunities including those associated with expanding our support of the electric vehicle market and other renewable energy and low-carbon markets. These expanded analyses included both qualitative and quantitative assessments of potential impacts on costs and revenues.</p> <p>For the physical risk assessment, we considered three Shared Socioeconomic Pathways with Representative Concentration Pathways (SSP RCP) scenarios from the Intergovernmental Panel on Climate Change (IPCC) sixth Assessment Report (March 2023): SSP 1 RCP 2.6, which assumes 1.5° Celsius global average temperature increase by 2050; SSP 2 RCP 4.5, which assumes greater than 2° Celsius temperature increase by 2050; and SSP 5 RCP 8.5, which assumes 3° Celsius temperature increase by 2050. These scenarios assume increasing physical risk with increased global average temperature increases. To assess transition risk and opportunities, we used three scenarios developed by the Network for Greening the Financial System (NGFS) (November 2023): Net zero by 2050, which assumes 1.5° Celsius global average temperature increase by 2050; Below 2° Celsius temperature increase by 2050; and Current Policies, which assumes 3° Celsius temperature increase by 2050. These scenarios assume transitional risks are highest in the Net Zero 2050 scenario, increase in the Below 2° Celsius scenario, and lower in the Current Policies scenario.</p> <p>We undertake climate scenario analysis to help us review and understand potential climate-related risks and opportunities we could be exposed to over time. We periodically review and update our analysis based on new data from climate models and from our operations, to help us manage these risks and opportunities in a manner that supports our business.</p> <p>For example, our operating model includes leasing the majority of our office and data center space from third-party landlords and collocated data center vendors, with limited-term leases and service agreements. This enables us to be flexible and responsive to the changing climate and related physical risks, and means that our exposure to the financial and strategic implications of climate change for property asset maintenance, repair and upgrade costs, and property valuation is minimal.</p> <p>Our updated carbon pricing analysis indicates we may face increased costs due to increased carbon prices across all scenarios assessed, with the highest cost impact in the NGFS' Net Zero 2050 scenario. However, the analysis also indicates that our exposure to these price increases would be lessened by reducing our emissions in line with our science-based emissions targets. These directional estimated costs support the business case to invest in emissions reduction initiatives across our value chain, which reduces our exposure to mandatory carbon pricing. We are also reducing our reliance on fossil fuel-based electricity, for example, by participating in one of the largest aggregated VPPAs at the time of signing.</p> <p>The scenario analysis also illustrates the potential for significant revenue increase related to growth in the electric vehicle market across all three of the NGFS scenarios we reviewed. Our efforts to expand our offerings that support the electric vehicle market, as well as other renewable energy and low-carbon markets, support the ongoing resilience of our strategy.</p>	<p>CDP Report (5.1, 5.1.1, 5.1.2)</p>



Risk Management

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE
<p>Describe the organization’s processes for identifying and assessing climate related risk</p>	<p>We identify and assess potential climate-related risks and opportunities periodically. Working with an expert consulting partner, we research and update potentially relevant risks and opportunities and perform assessments of them using impact and likelihood criteria. As part of our climate risk and opportunity assessment update, we convene a working group of risk and opportunity “owners,” which are functional leaders with responsibilities across our value chain, including corporate functions, operations, supply chain (upstream), and products (downstream). Using the framework outlined below, the assessment considers:</p> <p>Inherent Risk/Opportunity Rating:</p> <ul style="list-style-type: none"> ▪ Likelihood: The frequency and/or probability of events/impacts arising in the next 1–2 years (short term), 2–3 years (medium term) or 4+ years (long term) ▪ Impact: Implications for revenue, operating costs, business continuity, safety, reputation, compliance <p>Residual Risk/Opportunity Rating (adjustment of inherent rating taking into consideration):</p> <ul style="list-style-type: none"> ▪ Preparedness: How prepared (i.e., on track, plans in process, needs improvement) management is to effectively mitigate the risk or realize the opportunity, taking into consideration both active and developing plans <p>High-rated residual risks and opportunities are those we focus on for more detailed analysis (including scenario analysis) and by making additional investments to mitigate, accept, or transfer the risks, or to realize opportunities. For medium-rated risks and opportunities, we maintain or enhance current programs and plans, and monitor for changes in risk profile. For low-rated risks and opportunities, we maintain existing programs and periodically re-evaluate the risk/opportunity rating.</p>	<p>CDP Report (2.2.1, 2.2.2)</p>



Risk Management

RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE
Describe the organization's processes for managing climate-related risks	<p>Based on the individual risks, we consider strategies to mitigate, accept, or transfer physical climate-related risks. Strategies include:</p> <ul style="list-style-type: none"> ▪ Mitigation measures to reduce the impact of physical climate change: <ul style="list-style-type: none"> • Our Business Continuity and Resiliency program helps us maintain readiness for extreme events. • From an IT operations standpoint, we have a high degree of data center redundancy for our revenue services and continue migrating from on-premises locations to a more resilient colocation strategy. • We maintain buffer inventories of parts and finished goods within our hardware product supply chain. ▪ Mitigation measures to reduce transitional risks associated with our energy use and GHG emissions footprint: <ul style="list-style-type: none"> • Setting reduction targets for Scope 1 and 2, and Scope 3 GHG emissions that are validated by SBTi, as well as progressing initiatives to deliver the targets. • Investing in renewable energy, including sourcing data center colocation vendors that can provide clean or renewable energy solutions, as well as seeking PPAs to support our office energy usage in global markets. We also enabled 15MW wind and committed to the development of 97MW of solar energy developments through VPPAs. • Establishing green leasing principles to prioritize sustainable energy and energy efficiency projects, including LEED-certified office space. • Asking vendors about their GHG emissions and reduction targets as a step toward decarbonizing and mitigating climate risks in our supply chain. 	CDP Report (2.2.1, 2.2.2)
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Our most recent climate-related risk and opportunity assessment was updated in 2024, led by the Management Team with cross-functional engagement. These results were considered in Synopsys' ERM program, which is reported to the Board of Directors.	CDP Report (2.2.1, 2.2.2)



Metrics and Targets

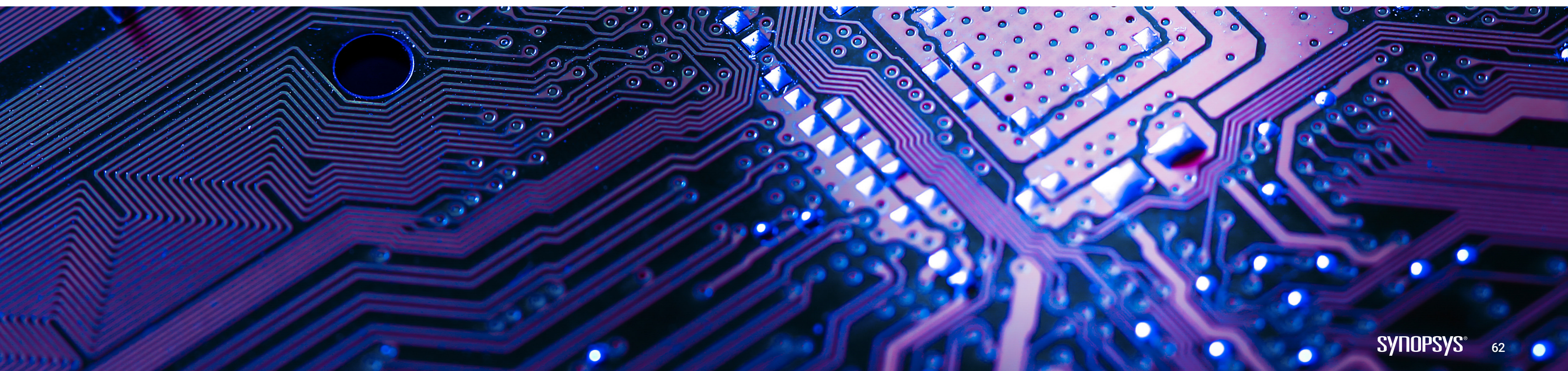
RECOMMENDATIONS	DISCLOSURE/LINKS TO MORE INFORMATION	2025 CDP REFERENCE
<p>Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process</p>	<p>Metrics we use to help us understand our exposure to climate-related risks and opportunities include:</p> <ul style="list-style-type: none"> Scope 1 and 2, and Scope 3 GHG emissions reduction and progress toward our SBTi validated targets Financial savings/returns from power purchase agreements Volume of customer and investor requests for information about our corporate climate strategies and performance, and evolving stakeholder expectations in this area ESG ratings and rankings that include climate risk management indicators <p>We have added language to our data center provider agreements detailing our commitment to renewable energy. We are also tracking the financial performance of our VPPAs “contract for differences” over time, which will inform our future renewables investment strategies.</p>	<p>CDP Report (2.4, 7.53, 7.53.1, 7.53.2, 7.55.3)</p>
<p>Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</p>	<p>Our Scope 1, Scope 2, and Scope 3 emissions are reported in the GHG Emissions Data Table and in our 2025 CDP Disclosure.</p> <p>Risks related to our emissions footprint include the potential for policy-driven carbon price increases; reputational risks of reduced ability to attract and retain employees and customers; and regulatory and legal risks of inaccurately reporting our emissions. We have assessed these risks as having a low residual risk rating based on the programs we have in place to manage the risks and reduce our footprint over time.</p>	<p>CDP Report (7.6, 7.7, 7.8)</p>
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>Synopsys is committed to being a part of the transition to a lower-carbon economy both through our industry-leading energy-efficient systems design solutions and by managing emissions arising across our value chain. In 2023, our targets to reduce our value chain emissions were validated by SBTi.</p> <p>Our validated targets are to:</p> <ul style="list-style-type: none"> Reduce absolute Scope 1 and 2 GHG emissions 55% by 2032 from a 2019 base year Reduce Scope 3 GHG emissions from employee commuting and business travel 62% per employee by 2032 from a 2019 base year Reduce Scope 3 GHG emissions from use of sold products 62% (per lifetime verification task) by 2032 from a 2019 base year 45% of our suppliers (by spend) for purchased goods and services and capital goods will have their own science-based targets by 2027 <p>Progress toward our targets is reported in the SBTi Progress section of our report.</p>	<p>CDP Report (7.53, 7.53.1, 7.53.2, 7.54)</p>

SASB and GRI Consolidated Index

This table covers disclosures that may be found in our 2025 Responsible Business Report, SEC filings, and company website and covers the following frameworks:

1. Sustainability Accounting Standards Board (SASB) Standard for the Software & Information Technology (IT) Services industry, which are part of the International Financial Reporting Standards (IFRS). We do not currently disclose all metrics included in the SASB Standard for our sector, but we intend to continue to evaluate them in the future.
2. 2021 Global Reporting Initiative (GRI) Sustainability Reporting Standards. We report with reference to the GRI Standards.

Unless otherwise noted, all data and descriptions are for the fiscal year ending October 31, 2025.





Company Overview

DESCRIPTION	RESPONSE	SASB	GRI
Organizational Details	Synopsys, Inc. (NASDAQ: SNPS) is incorporated in Delaware, in the United States. Our headquarters address is 675 Almanor Avenue, Sunnyvale, CA, 94085. For the locations of our operations, see Countries/Regions . For further information, see Synopsys' Annual Report on Form 10-K for the fiscal year ended October 31, 2025.	-	2-1
Entities included in the organization's sustainability reporting	Regions where Synopsys operates and that are relevant to the topics covered in this report are: the Americas, Europe and the Middle East, Asia Pacific, and Japan. Find more information on our locations here . Operations data in this report also include majority-owned subsidiaries.	-	2-2
Reporting period, frequency, and contact point	About This Report This report includes certain nonfinancial data related to Synopsys' responsible business initiatives for our fiscal year 2025, which began November 3, 2024, and ended October 31, 2025, except our social impact data, which is for calendar year 2025, and other instances as noted. For more information, contact responsiblebusiness@synopsys.com .	-	2-3
Restatements of information	Emissions data has been updated from prior publications to reflect improved measurement methods, enhanced data quality, and inclusion of Ansys operations for FY2019, as detailed in the GHG Data Table in the Appendices.	-	2-4
External assurance	We received external limited assurance on the following data: <ul style="list-style-type: none"> GHG Emissions Scope 1 and 2, Scope 3 categories relevant to Synopsys and Ansys for FY 2025. See External Assurance Statements: FY25 Emissions Data with independent assurance verification thereon.	-	2-5
Activities, value chain, and other business relationships	On July 17, 2025 Synopsys completed its acquisition of Ansys. All data, goals, targets, and risks discussed in this report reflect Synopsys' operations prior to its acquisition of Ansys, unless otherwise noted. For additional information, see Synopsys' Annual Report on Form 10-K for fiscal year ended October 31, 2025.	-	2-6



Environment

DESCRIPTION	RESPONSE	SASB	GRI
(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	1) 412,503GJ 2) 99.8% 3) 39%	TC-SI-130a.1	
(1) Total water withdrawn (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Our hardware infrastructure is managed by colocation data center vendors. Water withdrawal and consumption do not fall within our operational control. We do not currently calculate total water withdrawals as it is not considered a priority topic for our business.	TC-SI-130a.2	
Discussion of the integration of environmental considerations into strategic planning for data center needs	Environment: Prioritizing Sustainable Data Center Energy Use	TC-SI-130a.3	
Energy consumption within the organization (GJ)	Fuel: 102,601GJ Electricity: 698,938GJ Total Energy: 801,540GJ	-	302-1
Energy consumption outside of the organization (GJ)	366,693GJ	-	302-2
Reduction of energy consumption (GJ)	82,518 GJ of GHG emissions increased as a direct result of the Ansys acquisition.	-	302-4
Direct (Scope 1) GHG emissions	GHG Emissions Data Table 3,616 MTCO ₂ e	-	305-1
Energy indirect (Scope 2) GHG emissions	GHG Emissions Data Table Location-based: 52,656 MTCO ₂ e; Market-based: 30,293 MTCO ₂ e	-	305-2
Other indirect (Scope 3) GHG emissions	GHG Emissions Data Table 311,285 MTCO ₂ e All Scope 3 emissions categories are included except Processing of Sold Product and Franchises, as they are not applicable to our business.	-	305-3
Reduction of GHG emissions (MTCO ₂ e)	In 2025, 763 MTCO ₂ e of GHG emissions reduced as a direct result of the Ansys acquisition.	-	305-5



Social

DESCRIPTION	RESPONSE	SASB	GRI
Number of employees	2025 by the Numbers	-	2-7
New employee hires and employee turnover	In fiscal 2025, our total employee headcount grew by approximately 40% primarily as a result of the Ansys merger. As of our fiscal 2025 year-end, our voluntary turnover rate was 5.7%.	-	401-1
Benefits provided to full-time employees that are not provided to temporary or parttime employees	Social: Total Rewards See our Benefits website for additional information related to employee benefits.	-	401-2
Occupational health and safety management system	Synopsys has established an Occupational Health & Safety Management System to help support safe and healthy workplaces across our global operations. This system reflects our ongoing commitment to the health and safety of our employees, contractors, and visitors, and it provides a framework for putting that commitment into practice every day. Through policies and standards, we work to identify and control hazards, prepare for emergencies, and provide training that gives people the knowledge they need to work safely. We also focus on meeting applicable health and safety regulatory requirements and encouraging good safety practices across the organization. By taking a proactive approach and continuously improving our processes, we aim to reduce risk, strengthen accountability, and help create a safe workplace for all.	-	403-1
Promotion of worker health	Synopsys is committed to maintaining a safe and healthy workplace through its global health and safety program. The program covers employees, contingent workers, and visitors across our global operations, and it is built into the way we do business every day. Through risk assessments, ergonomic reviews, emergency preparedness planning, regular audits, and training tailored to specific roles, Synopsys works to identify and address hazards before they become incidents. We also encourage open communication, employee involvement, and continuous improvement so our safety practices stay effective and relevant. Together, these efforts help strengthen a culture of accountability and reflect Synopsys' commitment to the well-being of our people, compliance with applicable requirements, and the long-term sustainability of the company.	-	403-6
Average hours of training per year per employee	Social: Building Our Talent for Tomorrow In 2025, more than 19,000 employees accessed learning through our Employee Experience Platform.	-	404-1
Programs for upgrading employee skills and transition assistance programs	Social: Building Our Talent for Tomorrow In 2025, our leaders completed more than 20,500 hours of learning.	-	404-2
Percentage of employees receiving regular performance and career development reviews	Approximately 96% of employees completed a performance review during the reporting period.	-	404-3



Social

DESCRIPTION	RESPONSE	SASB	GRI
Ratio of basic salary and remuneration of women to men	Social: Total Rewards In 2025, women at Synopsys earned an average of \$0.99 for every \$1 men earned in the same position and location.	-	405-2
Employee engagement as a percentage	In 2025, approximately 95% of our employees participated in the SHAPE survey. We received an engagement score of 81, which was calculated as the average percentage of favorable (4–5) responses across four engagement questions.	TC-SI-330a.2	

Governance

DESCRIPTION	RESPONSE	SASB	GRI
Governance structure and composition	Governance: Corporate Governance For a comprehensive description of Synopsys’ corporate governance practices, please refer to our most recent Proxy Statement and Annual Report on Form 10-K or visit our Corporate Governance & Ethics website .	-	2-9, 405-1
Nomination and selection of the highest governance body	To learn more about Synopsys’ process for nominating and selecting members of our highest governance body, see our most recent Proxy Statement .	-	2-10
Chair of the highest governance body	To learn more about the composition of Synopsys’ highest governance body and its committees, visit our Corporate Governance & Ethics website and see the most recent Proxy Statement .	-	2-11
Role of the highest governance body in overseeing the management of impacts	Responsible Business at Synopsys: How We Manage Responsible Business Synopsys’ CGN Committee of the Board of Directors has responsibility for oversight of responsible business matters, including risk assessment and management. See our Corporate Governance and Nominating Committee Charter .	-	2-12

Governance

DESCRIPTION	RESPONSE	SASB	GRI
Delegation of responsibility for managing impacts	<p>Responsible Business at Synopsys: How We Manage Responsible Business</p> <p>Synopsys' CGN Committee of the Board of Directors reviews, assesses, reports and recommends to the Board certain policies, practices, priority and risk assessments, risk management, initiatives, goals, progress toward goals and public disclosures relating to responsible business matters, as needed, except to the extent delegated to other committees of the Board. The CGN Committee also coordinates with other committees of the Board to oversee responsible business matters.</p> <p>The CGN Committee delegates responsibility for managing responsible business-related impacts to our Management Team. The Management Team oversees our efforts to advance responsible business practices across the Company, with support from the Leadership Committee. The Leadership Committee includes executives from across our business who provide data and oversight of the implementation of our strategies within their respective areas of responsibility.</p> <p>See our Corporate Governance and Nominating Committee Charter.</p>	-	2-13
Role of the highest governance body in sustainability reporting	<p>Responsible Business at Synopsys: How We Manage Responsible Business</p> <p>Synopsys' CGN Committee of the Board of Directors has responsibility for oversight of responsible business matters, including reporting.</p> <p>See our Corporate Governance and Nominating Committee Charter.</p>	-	2-14
Conflicts of interest	<p>Governance: Ethics and Compliance</p> <p>To learn more about Synopsys' practices to avoid conflicts of interest, see our Code of Ethics and Business Conduct.</p>	-	2-15
Communication of critical concerns	<p>The Chief Ethics & Compliance Officer reports all allegations of significant misconduct by Synopsys employees, contractors, agents, or business partners to the Audit Committee of the Board of Directors.</p>	-	2-16
Collective knowledge of the highest governance body	<p>To learn more about Synopsys' highest governance body members and previous experience and expertise, see our most recent Proxy Statement.</p>	-	2-17
Evaluation of the performance of the highest governance body	<p>To learn more about the performance evaluation of Synopsys' highest governance body, see our most recent Proxy Statement.</p>	-	2-18
Remuneration policies	<p>To learn more about Synopsys' remuneration policies, see our most recent Proxy Statement.</p>	-	2-19
Process to determine remuneration	<p>To learn more about Synopsys' remuneration processes, see our most recent Proxy Statement.</p>	-	2-20
Annual total compensation ratio	<p>To learn more about Synopsys' annual total compensation ratio, see our most recent Proxy Statement.</p>	-	2-21



Governance

DESCRIPTION	RESPONSE	SASB	GRI
Statement on sustainable development strategy	A Letter from Our CEO	-	2-22
Policy commitments	<p>Governance: Policies and Statements</p> <p>Our precautionary approach is reflected in our Responsible Business at Synopsys program and our Enterprise Risk Management program. The Synopsys Code of Ethics and Business Conduct is a roadmap that guides the behaviors and actions of our workforce across the globe in accordance with our core values, high ethical standards, and legal obligations. For a complete description of Synopsys' corporate governance practices, please refer to our Annual Report on Form 10-K or visit our Corporate Governance & Ethics website.</p>	-	2-23
Mechanisms for seeking advice and raising concerns	<p>Governance: Ethics and Compliance</p> <p>Synopsys stakeholders are expected to promptly speak up if they believe Synopsys personnel or a Synopsys supplier, vendor, or channel partner is engaging in misconduct. To learn more about Synopsys' mechanisms for seeking advice and raising concerns, see our Code of Ethics and Business Conduct.</p> <p>The Synopsys Integrity Helpline is a publicly available resource where anyone may report concerns about potential misconduct. Integrity Helpline posters are posted in all major Synopsys offices globally, and every employee receives associated communications during the annual Ethics and Compliance Month.</p>	-	2-26
Compliance with laws and regulations	No significant fines or non-monetary sanctions for non-compliance occurred during this reporting period. We consider significant fines to be those that are required to be disclosed in the company's SEC filings.	-	2-27
Membership associations	Synopsys is a member of the Responsible Business Alliance (RBA) and the Clean Energy Buyers Association (CEBA).	-	2-28
Approach to stakeholder engagement	Responsible Business at Synopsys: Engaging Our Stakeholders	-	2-29
Process to determine material topics	<p>Responsible Business at Synopsys: Material Topics</p> <p>We determined the focus of this report by reviewing our most recent priority assessment outcomes and through engagement with our Responsible Business Leadership Committee, our employees, and key external stakeholders such as our customers and investors.</p>	-	3-1



Governance

DESCRIPTION	RESPONSE	SASB	GRI
List of material topics	<p>Responsible Business at Synopsys: Material Topics</p> <ul style="list-style-type: none"> ▪ Human Capital Management (Talent Management, Employee Engagement, Opportunity and Community, Health and Wellness) ▪ Innovation ▪ Cybersecurity and Data Privacy ▪ Product Security ▪ Market Access ▪ Crisis Management and Business Continuity ▪ Climate Change and GHG Emissions ▪ Corporate Governance ▪ Ethics ▪ Supply Chain ▪ Public Policy ▪ Social Impact <p>There were no significant changes to the list of material topics compared to the previous reporting period.</p>	-	3-2
Management of material topics	<p>Governance: Corporate Governance</p>	-	3-3
Operations assessed for risks related to corruption	<p>Internal Audit collaborates closely with the Ethics and Compliance team to assess Synopsys' operations for corruption risks. These assessments include general evaluations of our anti-bribery and anti-corruption compliance program's design and implementation as well as substantive testing to evaluate the program's practical effectiveness. We also deploy culture surveys in targeted locations to obtain employee input on what they are seeing and experiencing, and to whom they are reporting concerns. Additionally, Ethics and Compliance conducts an annual anti-corruption risk assessment as part of its Compliance Risk Assessment process.</p>	-	205-1



Governance

DESCRIPTION	RESPONSE	SASB	GRI
Communication and training about anticorruption policies and procedures	<p>Governance: Ethics and Compliance</p> <p>Every employee at Synopsys is required to read, understand, and abide by our Code of Ethics and Business Conduct, affirming their commitment to act with integrity. Employees attest to this requirement at hiring, and also annually through mandatory company-wide training on integrity topics during our annual Ethics and Compliance Month.</p> <p>Our Code of Ethics and Business Conduct outlines our Anti-Corruption expectations. We require our suppliers, channel partners, and vendors to work ethically, legally, and consistently with the standards in our Code and our policies. Additionally, by conducting business with Synopsys, each Business Partner agrees to comply with the Business Partner Code of Conduct and to maintain the highest ethical standards under any and all circumstances. Our Supplier Code of Conduct further governs our suppliers and establishes clear minimum requirements, including zero tolerance for bribery and corruption.</p>	-	205-2
Legal actions for anti-competitive behavior, antitrust, and monopoly practices	No legal actions were pending or completed during the reporting period regarding anti-competitive behavior or violations of antitrust or monopoly legislation.	-	206-1
New suppliers that were screened using environmental criteria	All new suppliers are required to complete the New Vendor Questionnaire (NVQ), which addresses topics including GHG emissions, conflict minerals, cybersecurity, and data privacy practices. In 2025, approximately 2,200 vendors completed the NVQ questionnaire.	-	308-1
New suppliers that were screened using social criteria	<p>All new suppliers are required to complete the NVQ, which addresses topics including GHG emissions, conflict minerals, cybersecurity, and data privacy practices. In 2025, approximately 2,200 vendors completed the NVQ questionnaire.</p> <p>In addition, through our Conflict Minerals Due Diligence process for FY25, we received responses from approximately 90% of our suppliers, which account for over 99% of our spend on hardware products for the reporting year.</p>	-	414-1
Political contributions	<p>Governance: Political Activities and Contributions</p> <p>See Synopsys' Political Activities Policy.</p>	-	415
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Since 2015, Synopsys has experienced no material information security breaches. Data breaches that may result in a material adverse effect on Synopsys' financial position or the business would be disclosed in our public filings with the SEC.	-	418-1
Description of policies and practices relating to targeted advertising and user privacy	<p>Governance: Cybersecurity and Privacy</p> <p>Synopsys does not engage in behavioral advertising. Synopsys collects and uses personal data for the reasons and purposes outlined in its privacy notice.</p> <p>See Synopsys' Privacy Policy.</p>	TC-SI-220a.1	-

Governance

DESCRIPTION	RESPONSE	SASB	GRI
Number of users whose information is used for secondary purposes	Synopsys does not use personal information for secondary purposes and uses information for the reasons and purposes disclosed in its privacy notice.	TC-SI-220a.2	-
Total amount of monetary losses as a result of legal proceedings associated with user privacy	In FY25, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	TC-SI-220a.3	-
(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Since 2015, Synopsys has experienced no material information security breaches.	TC-SI-230a.1	-
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Governance: Cybersecurity and Privacy	TC-SI-230a.2	-
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No legal actions were pending or completed during the reporting period regarding anti-competitive behavior or violations of antitrust or monopoly legislation.	TC-SI-520a.1	-
Number of (1) performance issues, (2) service disruptions and (3) total customer downtime	Synopsys actively monitors the availability and performance of our technology infrastructure. In 2025, Synopsys did not experience any technology incident that caused a material disruption to our business or to our customers.	TC-SI-550a.1	-
Description of business continuity risks related to disruptions of operations	Governance: Business Continuity and Resiliency	TC-SI-550a.2	-



SYNOPSYS[®]

Our Technology, **Your Innovation**[™]