

Synopsys Human Rights Policy

Our Commitment

Synopsys is committed to doing business the right way by acting ethically and consistently with our [Code of Ethics and Business Conduct](#), our responsible business policies, and all applicable laws. We respect the fundamental rights, freedoms, and standards of treatment to which all human beings are entitled and are committed to upholding internationally recognized global human rights and the rights of workers.

The Synopsys Human Rights Policy (the “Policy”) formalizes our commitment to respect human rights and is guided by the [United Nations Global Compact](#), [ILO Declaration on Fundamental Principles and Rights at Work](#), the [United Nations Guiding Principles on Business and Human Rights](#), and the laws of the countries in which we operate.

Scope and Responsibilities

Our Human Rights Policy is maintained on our global Synopsys website and is communicated internally and externally to our employees, contractors, customers, business partners and suppliers, who are each expected to comply with and uphold this Policy. This Policy is designed to work in harmony with other relevant policies within our organization, including our Supplier Code of Conduct, Code of Ethics and Business Conduct, and Business Partner Code of Conduct, which can be found [here](#). In instances where our Human Rights Policy intersects with local and national laws, the more stringent standard must be upheld.

Our Guiding Principles

We recognize the unique challenges and human rights risks within the technology sector. We are a member of the [Responsible Business Alliance](#) (RBA) and adhere to its [Code of Conduct](#). We are committed to upholding workers' human rights and treating them with dignity and respect as understood by the international community. Aligned with the RBA, Synopsys' guiding human rights principles are:

Human Trafficking, Forced Labor, and Child Labor

We strictly prohibit child labor and forced labor in any form, including but not limited to, bonded or indentured labor, involuntary or exploitative labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. We require that all work shall be voluntary, and there shall be no unreasonable restrictions on workers' freedom of movement in any places of work (e.g., offices, customer sites).

Working Hours, Wages, and Benefits

We operate in compliance with all applicable laws, including those relating to wages, work hours, and legally mandated employee benefits, and expect that all use of non-employee workers or vendors, as well as our suppliers, also meet these requirements.

Non-Discrimination, Non-Harassment, Humane Treatment

We are committed to maintaining a safe and ethical workplace free of violence, abuse and unlawful discrimination, and expect our suppliers to maintain the same commitment. Any form of harassment, intimidation, retaliation or other inhumane treatment is strictly prohibited. We provide equal

employment and promotion opportunities to applicants and workers regardless of race, color, religion, national origin, gender, sexual orientation, age, veteran status, disability, or any other protected status. In addition, we strive to provide reasonable accommodation for our workers' religious practices or disabilities.

Freedom of Association and Collective Bargaining

We believe that employees should be able to openly communicate and share ideas and concerns with management regarding workplace issues without fear of discrimination or harassment. We respect the right of employees to associate freely, form and join workers organizations or other employee representative bodies, and bargain collectively where legally permitted. Our suppliers are also obligated to support freedom of association and collective bargaining, as outlined in our [Supplier Code of Conduct](#).

Health and Safety

We are committed to providing a safe and healthy working environment for all employees. We have implemented processes to identify and manage hazards, and to prevent illness and injuries in the workplace by establishing proper safeguards and keeping our employees informed, in accordance with applicable regulatory requirements.

Privacy

We recognize that privacy is a fundamental human right. Our public facing [privacy disclosures](#) explain how we collect, use, and share personal data, enumerates our data privacy principles, and is regularly reviewed and updated for compliance with relevant laws and regulations.

Environmental Stewardship

We are committed to operating our business in a way that supports an environmentally sustainable future. We view compliance with applicable environmental laws and regulations as a minimum standard of performance for our global operations. As detailed in our [Environmental Policy](#) and [Conflict Minerals Policy](#), we commit to ongoing improvement, setting performance improvement goals, and implementing best practices in support of global sustainability objectives.

Grievance Mechanisms

The [Synopsis Integrity Helpline](#) enables our personnel, customers, business partners, vendors, suppliers, and anyone else engaging with the company to raise questions or concerns online or via phone. Reporters may also submit concerns through email to Integrity@Synopsis.com. In addition, our employees can speak to their manager or another member of leadership, Human Resources Business Partner, employee representative body (if one exists), or any member of the Legal Department.

Governance

The Corporate Governance and Nominating Committee of our Board of Directors reviews, assesses, reports and recommends to the Board as necessary, policies, practices, priority and risk assessments, risk management, initiatives, goals, progress toward goals and public disclosures relating to responsible business matters, except to the extent delegated to other committees of the Board.

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