



UK Modern Slavery Act Statement

Fiscal Year 2025

About Synopsys

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 and simulation and analysis solutions. We partner closely with our customers across a wide range of industries to maximize their R&D capability and productivity, powering innovation today that ignites the ingenuity of tomorrow.

Synopsys' supply chain is primarily services-based and does not involve manufacturing or raw material sourcing. We rely on our workforce and third-party providers for professional services, business operations, and contract manufacturers for certain hardware components. Potential modern slavery risks associated with third-party services and contracted manufacturing are addressed through [Synopsys' Supplier Code of Conduct](#) ("Supplier Code") and risk-based due diligence processes.

Slavery and Human Trafficking

The United Kingdom Modern Slavery Act 2015 requires us to provide information concerning our efforts to address the issues of slavery and human trafficking in supply chains. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and the guidance issued by the UK Government on March 24, 2025. This document serves as the Slavery and Human Trafficking Statement of Synopsys (Northern Europe) Limited for the fiscal year ending October 31, 2025.

Our Commitment to an Ethical Supply Chain

At Synopsys, our core values of Agility, Courage, Excellence, and Trust guide everything we do and are reinforced by our commitment to act responsibly. Our core values reflect our commitment to ethical business practices, including conducting operations that are free from human trafficking and forced labor. We believe that the risk of modern slavery and human trafficking is relatively low, given the nature of our industry and that most of our direct employees are skilled professionals. However, we are aware of inherent risks further down the supply chain and Synopsys maintains a number of policies and practices to manage our supply chain in an ethical and socially responsible way.

- The [Code of Ethics and Business Conduct](#) ("Code") is our roadmap for conducting business ethically and in compliance with our policies and all applicable laws. The Code addresses our responsibilities to Synopsys, to each other, and to customers, the general public, and governments. The Code specifically states that Synopsys is committed to upholding internationally recognized human rights and the rights of workers. We support common principles reflected in the United Nations Universal Declaration of Human Rights. We expect all personnel (employees, officers, directors, interns, and contingent workers), vendors, and suppliers to conduct business ethically, including conducting operations that are free from human trafficking, forced labor, and child labor. All Synopsys personnel are required to read,

understand, and comply with our Code, our policies, and applicable laws and promptly complete required integrity training and attestations.

- As a member of the Responsible Business Alliance (“RBA”), Synopsys fully supports the vision and mission of the RBA. We are committed to the alignment of our operations with the provisions of the RBA Code of Conduct (“RBA Code”), which includes sections related to the use of freely chosen employment, and to the adoption of the RBA approach and tools, where possible. Moreover, we encourage our first-tier suppliers to do the same.
- Synopsys’ standard master services agreement requires suppliers to conduct business in a manner consistent with our Code, including complying with laws pertaining to forced labor and human trafficking, and to respond to information requests. In addition, we expect all of our suppliers to abide by the Supplier Code, which is based on the RBA Code.
- The [Business Partner Code of Conduct](#) (“Partner Code”) is the roadmap for Synopsys Business Partners to do business the right way. By conducting business with Synopsys, each Business Partner agrees to comply with the Partner Code and to maintain the highest ethical standards under any and all circumstances. Pursuant to the Partner Code, Business Partners must comply with all applicable laws regarding wages and mandated benefits, workplace health and safety regulations, rules and regulations related to environmental safeguards, and laws that prohibit human trafficking.
- The Synopsys Integrity Helpline is available to anyone and is a dedicated third-party reporting system for reporting ethics and compliance concerns or suspected violations.
- Our Responsible Business program provides a focus and structure for how we optimize our own impact on the world and influence others to do the same. We maintain a Responsible Business Leadership Committee made up of executives from across our business who advance responsible business matters for Synopsys in their respective areas of responsibility, including supply chain. By engaging with our supply chain, we aim to leverage our influence in driving standards up through the supply chain.
- Synopsys’ [2024 Responsible Business Report](#) includes our management of supply chain, corporate governance, and ethics and compliance.

We continue to evaluate these company processes and procedures to optimize efforts to preclude the use of forced labor and human trafficking in our supply chain.

During the reporting period and in addition to the actions set forth above, we built on our existing policies by developing a Supply Chain Risk Dashboard tool. This tool helps identify potential human rights risks among suppliers, prioritizes higher risk suppliers for engagement based on various risk factors, and supports targeted supplier engagement. Following our acquisition of Ansys, we harmonized the legacy Synopsys and Ansys supplier codes into a single, unified Supplier Code and updated the master services agreement to reflect the combined company’s supply chain expectations, consistent with our ongoing commitment to ethical business practices and to upholding internationally recognized human rights in our supply chain.

This statement was approved by the Directors of Synopsys (Northern Europe) Limited on April 29, 2026 and the Directors of Ansys UK Ltd on May 5, 2026.

Elaine Walsh

Director, on behalf of Synopsys (Northern Europe) Limited

Orla Murphy

Director, on behalf of Ansys UK Ltd