

LRQA Independent Assurance Statement

Relating to Synopsys' Diversity, Inclusion, Equal Opportunity and Employee Engagement Metrics for FY 2021

This Assurance Statement has been prepared for Synopsys, Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Synopsys, Inc. (Synopsys) to provide independent assurance of its Diversity, Inclusion, Equal Opportunity and Employee Engagement Metrics (collectively, “the Assertion”) covering the FY2021 reporting period against the criteria below to a limited level of assurance and materiality of the professional judgment of the verifier using LRQA’s verification procedure. LRQA’s verification procedure is based on current best practice and is in accordance with ISAE 3000.

Our assurance engagement covered only Synopsys’ Diversity, Inclusion, Equal Opportunity, and Employee Engagement Metrics of its worldwide operations, with the exception of the employee ethnicity data that covered only the US, and the following requirements:

- Reviewing whether the Assertion had taken account of the GRI Standard “Diversity and Equal Opportunity” (GRI-405)
- Evaluating the accuracy and reliability of the data and information for only the selected indicators listed below:
 - Quantitative performance metrics reported in Synopsys’ 2021 Corporate Social Responsibility (CSR) Report chapter “02. Talent”
 - Attracting, onboarding and developing Talent
 - Leadership training
 - Employee engagement
 - Pay equity
 - Employee ethnicity (United States Only) and gender breakdowns
 - Employee wellbeing and rewards

Data outside of Chapter “02. Talent” of the CSR Report were not included in this assurance engagement.

LRQA’s responsibility is only to Synopsys. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Synopsys’ responsibility is for collecting, aggregating, analysing and presenting the Assertion and for maintaining effective internal controls over the systems from which the Assertion was derived. Ultimately, the Assertion has been approved by, and remains the responsibility of Synopsys.

LRQA’s Opinion

Based on LRQA’s approach nothing has come to our attention that would cause us to believe that Synopsys has not, in all material respects:

- Met the requirements of the verification criteria stated above; and
- Disclosed accurate and reliable performance metrics.

The opinion expressed is formed on the basis of a limited level of assurance¹ and at the materiality of the professional judgement of the verifier.

¹. The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing and reporting relevant performance data and records;
- assessing Synopsys' data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the reported metrics. We did this by reviewing the effectiveness of data handling processes and systems, including those for internal quality control.
- verifying historical performance metrics at an aggregated level for the fiscal year 2021

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed



Dated: 7 March 2022

David Hadlet
LRQA Lead Verifier
On behalf of Lloyd's Register Quality Assurance, Inc., 1330 Enclave Parkway, Suite 200, Houston, TX 77077

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The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

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