



Statements of Diversity Metrics

As of October 28, 2023 (the fiscal year end)



KPMG LLP
345 Park Avenue
New York, NY 10154-0102

Independent Accountants' Review Report

The Board of Directors and Management
Synopsis, Inc.:

We have reviewed the accompanying Statements of Diversity Metrics and notes (the Statements) of Synopsis, Inc. (the Company) as of October 28, 2023. The Company's management is responsible for presenting the Statements in accordance with the criteria set forth in Note 3 of the Statements (the Criteria). Our responsibility is to express a conclusion on the Statements based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements* that are applicable as of the date of our review. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statements in order for them to be in accordance with the criteria. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Statements are in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of inquiries of management to obtain an understanding of the methodologies applied, evaluation of management's application of the stated methodologies for deriving the metrics, recalculation of the metrics based on the Criteria, inspection of a selection of employee files, and performance of analytical procedures.

As described in Note 4 of the Statements, diversity metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data, such as the reliance on individuals to self-report their information in the Company's human resource management system.

Based on our review, we are not aware of any material modifications that should be made to the Statements as of October 28, 2023 in order for them to be in accordance with the Criteria.

KPMG LLP

New York, New York
August 15, 2024

SYNOPSYS, INC.
STATEMENTS OF DIVERSITY METRICS

	As of October 28, 2023
Global Employees by Gender	
Overall	
Men	75%
Women	25%
Undisclosed	<1%
Total	100%
Technical Roles	
Men	77%
Women	23%
Undisclosed	<1%
Total	100%
Non-Technical Roles	
Men	55%
Women	45%
Undisclosed	<1%
Total	100%
People Managers	
Men	81%
Women	19%
Undisclosed	<1%
Total	100%
Senior Level Positions	
Men	87%
Women	13%
Undisclosed	<1%
Total	100%

See accompanying Notes to Statements of Diversity Metrics.

SYNOPSYS, INC.

STATEMENTS OF DIVERSITY METRICS

**As of October 28,
2023**

U.S. Employees by Race and Ethnic Diversity	
Overall	
Asian	52%
White	38%
Hispanic or Latino	4%
Black or African American	2%
Other	1%
Undisclosed	3%
Total	100%
Technical Roles	
Asian	59%
White	33%
Hispanic or Latino	3%
Black or African American	1%
Other	1%
Undisclosed	3%
Total	100%
Non-Technical Roles	
Asian	27%
White	55%
Hispanic or Latino	8%
Black or African American	3%
Other	3%
Undisclosed	4%
Total	100%
People Managers	
Asian	50%
White	41%
Hispanic or Latino	3%
Black or African American	1%
Other	1%
Undisclosed	4%
Total	100%
Senior Level Positions	
Asian	53%
White	39%
Hispanic or Latino	2%
Black or African American	1%
Other	1%
Undisclosed	4%
Total	100%

See accompanying Notes to Statements of Diversity Metrics.

SYNOPSYS, INC.

NOTES TO STATEMENTS OF DIVERSITY METRICS

Note 1: Description of Business

Synopsys, Inc. (Synopsys, we, our or us) delivers trusted and comprehensive silicon to systems design solutions, from electronic design automation to silicon IP and system verification and validation. We partner closely with semiconductor and systems customers across a wide range of industries to maximize their R&D capability and productivity. Catalyzing the era of pervasive intelligence, Synopsys powers innovation today that ignites the ingenuity of tomorrow.

We are a global leader in supplying the electronic design automation (EDA) software that engineers use to design and test integrated circuits (ICs), also known as chips or silicon, and we are pioneering AI-driven chip design across the full-stack EDA suite to improve efficiency and accelerate the design, verification testing and manufacturing of advanced digital and analog chips. We provide software and hardware used to validate the electronic systems that incorporate chips and the software that runs on them, including cloud-based digital design flow to boost chip-design development productivity. We also provide technical services and support to help our customers develop advanced chips and electronic systems. These products and services are part of our Design Automation segment.

Synopsys also offers a broad and comprehensive portfolio of semiconductor intellectual property (IP) solutions, which are pre-designed circuits that engineers use as components of larger chip designs to reduce integration risk and speed time-to-market. Our high-quality, silicon-proven semiconductor IP includes logic libraries, embedded memories, analog IP, wired and wireless interface IP, security IP, embedded processors and subsystems. To accelerate IP integration and silicon bring-up, Synopsys' IP Accelerated initiative provides architecture design expertise, hardening, and signal/power integrity analysis. These products and services are part of our Design IP segment.

We were incorporated in 1986 in North Carolina and reincorporated in 1987 in Delaware. Our headquarters are located in Sunnyvale, California. We have approximately 122 offices worldwide.

Note 2: Fiscal Year

Our Statements of Diversity Metrics reflect our workforce as of the last day of the fiscal year ended 2023. Our fiscal year ends on the Saturday nearest to October 31 and consists of 52 weeks, with the exception that approximately every five years, we have a 53-week year. Fiscal year 2023 ended on October 28, 2023.

Note 3. Basis of Presentation

Metrics in the accompanying Statements of Diversity Metrics are prepared using the guidance in Global Reporting Initiative (GRI) 405, Diversity and Equal Opportunity 2016 - Disclosure 405-1b(i) and (iii).

The same metrics are also presented using the quantitative guidance in Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standard for the Technology & Communications Sector, Software and IT Services industry (Version 2023-12) - TC-SI-330a.3 except that we use an internally developed categorization of employees (refer to Note 5).

All disclosed diversity metrics include all active full-time and part-time employees and exclude contractors and temporary employees.

Note 4. Measurement Uncertainty

Diversity metrics, such as those disclosed in this statement, are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data, such as the reliance on individuals to self-report their information in our human resource management system.

Note 5. Diversity Reporting Categories

The gender diversity metrics represent the global workforce according to gender. For presentation purposes, “women” represent employees who have self-identified as “female” and “men” represent employees who have self-identified as “male” in the Company’s human resource management system during on-boarding. Employees can change or remove the designation at any time during their employment. Employees who elected to self-report as non-binary or elected not to self-identify are presented as “undisclosed”.

“Technical Roles” include employees with pre-defined job families that are equivalent to engineering roles, as detailed in the Company’s human resource management system. “Non-Technical Roles” include employees with pre-defined job families that are equivalent to non-engineering roles. “People Managers” include employees at any level designated in the human resource management system as managing one or more other employees. “Senior Level Positions” include employees designated in the human resource management system as grade 69 and above, these positions include professionals with deep expertise in their functional areas with titles of senior staff, senior managers and above. There is no tenure requirement for any role.

The U.S. ethnic diversity metrics represent the U.S. workforce according to ethnicity as self-reported and recorded in our human resource management system during on-boarding. Employees can change or remove the designation at any time during their employment. The self-reported categories are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, or White. As reported in the U.S. Ethnic Diversity tables, “Other” includes those employees who self-reported as being either Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native or Two or More Races. Employees who elected to not self-identify are presented as “undisclosed”.