

SYNOPSYS, INC. SURROGACY PROGRAM

About This Program

Synopsys, Inc. (the “Company”) has established the Synopsys, Inc. Surrogacy Program (the “Program”), effective as of November 1, 2016, for the exclusive benefit of its Eligible Employees. The purpose of the Program is to assist Eligible Employees with defraying eligible surrogacy costs. The Program is hereby amended and restated effective January 1, 2022.

Eligibility

A Company employee (i.e., an individual classified as an employee in the Company’s payroll records) is eligible to participate in the Program if he or she is scheduled to work a minimum of 20 hours per week.

An individual is not eligible to participate in the Program if for purposes of the IRS Form W-2, the Company classifies that individual in its payroll records as a temporary employee or independent contractor. Further, interns are not eligible to participate in this Program.

This document refers to an individual who meets these eligibility criteria as an “Eligible Employee.”

Benefits

An Eligible Employee who meets the Program's conditions can obtain up to \$10,000 each year, per surrogacy in reimbursement of Qualified Surrogacy Expenses that are paid or incurred while an Eligible Employee under the Program.

Qualified Surrogacy Expenses

Qualified Surrogacy Expenses that are eligible for reimbursement under the Program include the following:

- Surrogacy agency or legal fees
 - Attorney fees for both intended parents and surrogate
 - Psychological screening and home visit fees for surrogate
 - Psychological screening and home visit fees for intended parent(s)
 - Court fees
 - Surrogate compensation
 - Surrogate escrow funds
- IVF and medical costs related to surrogacy
 - Surrogate screening costs
 - Embryo(s) transfer costs
- Medical expenses related to a surrogate’s pregnancy (which may include but are not limited to: surrogate’s maternity insurance, surrogate’s deductible, surrogate’s co-insurance)

- Travel expenses for the intended parents or surrogate related to the surrogacy
- Consultant/specialist fees
- Donor agency, psychological, and/or legal fees
 - Donor contract fees
 - Donor compensation
 - Donor medication
- Fees associated with the purchase of fresh or already frozen donor tissue
 - Egg or sperm donor screening costs
 - Egg or sperm retrieval fees
 - Egg or sperm shipping and transport fees
 - Egg or sperm storage fees
- Travel expenses for the intended parents or surrogate related to donor services
- Embryo donation fees including but not limited to administrative, legal, and psychological fees
- Consultant/specialist fees

The following expenses are not Qualified Surrogacy Expenses and are not reimbursable under the Program:

- Expenses already paid for or reimbursed by another employer, benefit, program, or party
- Costs paid using funds received from any federal, state, or local program
- Expenses allowed as a credit or deduction under any federal income tax rule
- Surrogacy arrangements that are not legally recognized
- Any expenses that violate state or federal law
- Medical expenses related to an intended parent's pregnancy; and
- Expenses the Company determines (in its sole discretion) are not Qualified Surrogacy Expenses.

In order for an expense to be reimbursable under this Program, the Eligible Employee must have incurred such expense after the Eligible Employee's date of hire.

Limitations

If you and your spouse are both employed by Synopsys (and meet the Program's eligibility requirements), you are both eligible to submit for separate Qualified Surrogacy Expenses under this Program. Further, to be eligible for benefits under this Program you must be a full-time or part-time employee with Synopsys at the time the surrogacy process begins.

Claiming Reimbursement

Reimbursements for Qualified Surrogacy Expenses may be requested by:

- submitting a signed and fully completed Surrogacy Assistance Application;
- attaching itemized bills or receipts substantiating the amount and nature of the expenses;
- giving the Surrogacy Assistance Application and receipts to the Benefits Department.

To be eligible for reimbursement of Qualified Surrogacy Expenses, you must be an employee of the Company (or of one of its subsidiaries) and submitted expenses must have been incurred while you were an Eligible Employee. You must submit any request for reimbursement no later than 60 days after the end of the Program plan year (i.e., by March 1, 2023 for any expenses that were incurred during the 2022 plan year). Timely requests for reimbursement will generally be approved or denied by the Company in writing, within 30 days.

General Provisions

The Program operates on a calendar-year basis.

Employees are not required or permitted to contribute to the Program. All Program benefits are to be paid by the Company from its general assets.

The Company administers the Program, and has sole discretionary authority to interpret the Program, to make eligibility and benefit determinations, and to make factual determinations in connection with the Program. Any determinations of the Company are final and binding.

The Company has the right to terminate or amend the Program at any time.

Important Tax Considerations

The benefits paid under this Program are not excludible from income. Note: This Program summary provides basic general information, and should not be considered, or relied upon as advice regarding a person's individual tax status, or the tax implications of proceeding with a surrogacy. Employees should contact a trusted tax advisor for more information regarding the tax treatment of reimbursements under this Program

This Program is duly adopted by Synopsys, Inc.

Synopsys, Inc.

By: _____

Its: _____