SYNOPSYS®

2027

U.S. Benefits Guide



Start Here →



WELCOME TO YOUR SYNOPSYS U.S. BENEFITS

Synopsys is engineering the future, thanks to our people across the globe. We recognize that your contributions to the company are only possible when you can bring your best to work each day. That's why we're committed to offering valuable benefits designed to help you and your family maintain your total wellbeing — physical, emotional, financial and more — to help you feel balanced, grow and thrive.

Depending on where you live and work, our benefits are tailored to fit your needs — including health care coverage, wellness programs, income protection plans, retirement and stock programs, personal time away from work and ongoing support for your and your family's emotional health and wellbeing.

Read on to learn about our benefits program and take advantage of the many options available to you.

Eligibility & Enrollment

Health & Wellness

- Medical & Prescription Drug Coverage
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- Vision Coverage
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ELIGIBILITY & ENROLLMENT

Who's Eligible

Eligible Employees

You are eligible to participate in the U.S. Synopsys benefits plans if you are on the U.S. payroll, living in the U.S. **and**:

- A regular full-time employee scheduled to work at least 30 hours a week, OR
- A regular part-time employee scheduled to work 20–29 hours a week.

Eligible Dependents

If you elect coverage for yourself, you may also enroll the following dependents in Synopsys benefits:

- Your legal spouse or qualified domestic partner[1] who lives in the U.S.
- Your children up to age 26[2] who live in the U.S. including:
  - Unmarried and married natural or adopted children
  - Stepchildren
  - Children of a qualified domestic partner
  - Children for whom you or your spouse are a legal guardian and claim as tax dependents
  - Foster children
  - Children placed with you for adoption

Dependent Verification

Whenever you enroll a new dependent, you are required to provide documentation that verifies benefits eligibility for all covered dependents within 30 calendar days of enrollment. To learn more about dependent verification requirements, visit the **Eligibility** page of our **U.S. Benefits Center**.

Interns

Synopsys interns are eligible for certain benefits, including medical coverage and time off. Find out more on the **Interns** page of our **U.S. Benefits Center**.

[1] Employees who cover domestic partners are taxed on imputed income.

[2] Disabled children age 26 and over are eligible to continue coverage if they have a physical or mental disability, are incapable of self-support and are dependent upon you for support. They must have been covered under a Synopsys medical plan immediately prior to turning age 26.

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When to Enroll

The date your benefits become effective depends on your type of enrollment.

When Benefits Begin	
New Hire Enrollment	On date of hire, provided you enroll within 30 calendar days of this date
Open Enrollment	Jan. 1 of each year
Qualifying Life Event	The event date or the first of the month following the life event, depending on the **life event**

When Benefits End	
Medical, Dental, & Vision Coverage	End of the month of termination
All other Benefits	Last day of employment

You can enroll in the **Synopsys 401(k) Plan** on the Friday after your hire date. If you don't take action within 60 days of your hire date, you will be auto-enrolled into the 401(k) plan at a 10% deferral rate and invested in an age-appropriate target date fund.

You may begin participating in the **Employee Stock Purchase Plan** during one of the offering periods in February or August.

For details on enrolling in Synopsys benefits, visit the **Enrolling and Making Changes** page of our **U.S. Benefits Center**.

How To Enroll

You can enroll in or make changes to your benefits via Benefitsolver. When you're ready to enroll:

- **Enroll from work.** Visit the **My Benefits site** and click Benefitsolver, or
- **Enroll from home.** Log in to **Benefitsolver** with your Benefitsolver username and password. If this is your first time using the portal, select Register and register as a new user. The company key is "Synopsys." You'll then be prompted to create a username and password.

Once you're enrolled, you can access your benefits information through the **MyChoice mobile app**.

Meet Sofia

Sofia is your automated personal benefits assistant, available 24/7 in more than 50 languages. You can access Sofia once you've logged in to the Benefitsolver enrollment system. Just ask her any question about your Synopsys benefits, and she'll answer and point you in the direction of more details.

If You Don't Enroll

Your benefits begin on your first active day of employment. **If you do not take action to enroll within 30 calendar days of your start date, Synopsys will automatically enroll you in employee-only coverage** for basic medical, dental, vision, life and accidental death & dismemberment (AD&D) insurance.

Making Changes During the Plan Year

Outside of the new hire period and Open Enrollment, you may only make changes to your benefits if you experience a qualified life event, such as marriage or a new baby. Any benefit changes must be consistent with and made within 31 calendar days of the qualified life event.

For more information about making changes during the plan year, visit the **Life Events** page of our **U.S. Benefits Center**.

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HEALTH & WELLNESS

Medical and Prescription Drug Coverage

Consider whether you prefer lower paycheck contributions and the opportunity to save through a Health Savings Account (HSA), or higher paycheck contributions with more predictable out-of-pocket costs when you receive care, through copays and lower deductibles.

Your Medical Plan Options

Our medical plan options are designed to provide flexibility and choice. We offer **two Health Savings Account (HSA)-eligible plans and a Preferred Provider Organization (PPO) plan through Anthem Blue Cross**:

- **Synopsys Health Savings (HS) Basic Plan**
- **Synopsys Health Savings (HS) Premium Plan**
- **Synopsys PPO Plan**

In addition, employees in California and Oregon can choose to enroll in the **Health Maintenance Organization (HMO) Plan through Kaiser Permanente**.

The plan that works best for you and your family is based on your individual needs and preferences.

We encourage you to carefully consider your health care needs and review the costs and coverage levels of each plan.

For More Information

Visit the **Medical** & **Prescription Drugs** pages of our **U.S. Benefits Center**.

Need Help Choosing a Plan?

Select "I'd Like Help Choosing Plans" while enrolling in **Benefitsolver**. Answer a few questions to find the plans that best fit your unique needs.

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Medical Plan Features

	Health Savings Account (HSA)-eligible plans through Anthem Blue Cross	Preferred Provider Organization (PPO) through Anthem Blue Cross
Where you get care	In-network or out-of-network providers.	In-network or out-of-network providers.
How your care is coordinated	You manage your own care and referrals are not required to see a specialist.	You manage your own care and referrals are not required to see a specialist.
How you pay for care	Pay for all medical services and prescriptions until you reach the annual deductible (except for in-network preventive care, which is covered in full). When you meet your annual deductible, you and the plan share the cost of coinsurance. When you reach your out-of-pocket maximum, the plan will pay for all eligible medical and prescription expenses for the rest of the plan year.	Pay copays for certain services such as office visits, urgent care and prescriptions (except for in-network preventive care, which is covered in full). Pay for other types of care, such as lab tests, X-rays and hospitalizations, in full until you reach the annual deductible. When you meet your annual deductible, you and the plan share the cost of coinsurance. When you reach your out-of-pocket maximum, the plan will pay for all eligible medical and prescription expenses for the rest of the plan year.
How to use HSAs and FSAs	When you enroll in one of these plans, you are eligible to open a Health Savings Account (HSA). You are also eligible to open a Limited Purpose Flexible Spending Account (FSA) to pay for eligible dental, vision and post-deductible medical expenses only.	When you enroll in the PPO, you are eligible to open a Health Care FSA. You cannot contribute to an HSA if you enroll in the PPO.

Choosing a Medical Plan

Visit the **Medical** page of our **U.S. Benefits Center** for more resources that can help you determine which medical plan is best for you and your family in 2027.

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Medical Plan Features

Kaiser Permanente Health Maintenance Organization (HMO) — *California and Oregon only*

Where you get care

Kaiser Permanente providers and facilities only, except for true emergencies. Care outside of the Kaiser Permanente network is not covered and you are responsible for the full cost of services.

How your care is coordinated

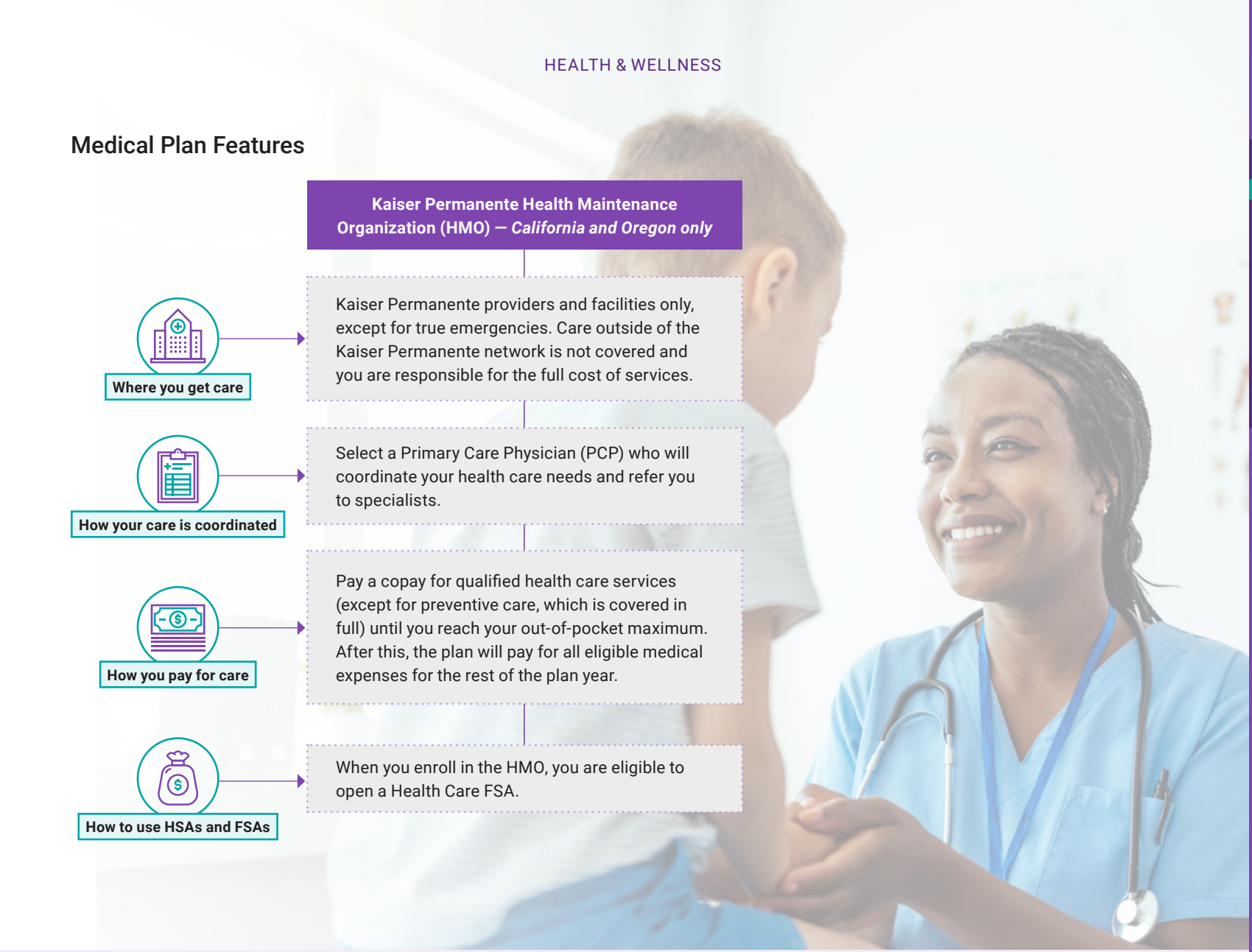
Select a Primary Care Physician (PCP) who will coordinate your health care needs and refer you to specialists.

How you pay for care

Pay a copay for qualified health care services (except for preventive care, which is covered in full) until you reach your out-of-pocket maximum. After this, the plan will pay for all eligible medical expenses for the rest of the plan year.

How to use HSAs and FSAs

When you enroll in the HMO, you are eligible to open a Health Care FSA.



Choosing a Medical Plan

Visit the **Medical** page of our **U.S. Benefits Center** for more resources that can help you determine which medical plan is best for you and your family in 2027.

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Which Health Plan is Right for You: Health Savings or PPO?

Choosing the right health plan is an important decision to ensure that your coverage and costs align with the unique needs of you and your family. With the Synopsys medical plans, you can choose between two Health Savings (HS) plans (also known as High Deductible Health Plans or HDHPs) and a Preferred Provider Organization (PPO) plan administered by Anthem Blue Cross.

The Synopsys HS and PPO plans give you the freedom to visit any health care provider without needing a referral, giving you a wide network of options, both in-network and out-of-network. This can be beneficial if you have specific health care requirements or a preference for a specific doctor or specialist. However, it's important to remember that out-of-network care may lead to higher costs and may not be fully covered by the insurance plan.

The Anthem Blue Cross medical plans include the Anthem Diamond Providers designation feature when searching for a provider. What sets these providers apart is proven high-quality results at a lower cost. Visit **anthem.com/ca** or use the **Sydney app** to review your provider options.

	Synopsys Health Savings (HS)	Synopsys PPO
Monthly premiums (what you pay for enrolling in coverage)	Lower	Higher
Deductibles and out-of-pocket maximums (what you pay when you need medical care)	Higher	Lower
Eligibility for tax-advantaged accounts	**Health Savings Account (HSA)** **Limited Purpose Flexible Spending Account (LPFSA)**[1]	**Health Care Flexible Spending Account (FSA)**
Why you might choose the plan	• Lower premiums and greater personal responsibility for upfront healthcare costs • Often attractive for employees who use healthcare less frequently or want to build long-term healthcare savings	• Higher premiums and more predictable costs when receiving care • Often attractive for employees who receive regular medical care, prescriptions or specialist visits

[1] Employees who contribute to an HSA can choose to contribute to an LPFSA.

For More Information

For specific plan information, view the **Medical Plan Comparison Chart**.

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Your Prescription Drug Coverage

All Synopsys medical plans include prescription drug coverage at no additional cost. The Anthem Blue Cross medical plans allow you to get your prescriptions filled at the pharmacy of your choice, but you'll pay more for visiting out-of-network pharmacies. The Kaiser Permanente HMO will only cover prescriptions filled at Kaiser Permanente pharmacies.

Ways to Save

Here are some cost-saving tips to help you make the most of your prescription benefits:

- Use in-network pharmacies where your costs are lower than using out-of-network pharmacies.
- Retail pharmacies typically provide up to a 30-day supply, while mail-order fills can provide up to 90- or 100-day supplies at lower costs. Take advantage of mail-order service for maintenance medications to save the most. Maintenance medications are usually prescribed for long-term or indefinite use to manage a chronic health condition.
- Choose lower-cost generic drugs over brand-name drugs and use your insurance carrier's drug-pricing tools.
  - **Anthem members:** View the **Anthem list of preventive prescription drugs** (Basic and Premium plans only), the **Anthem online drug search** and the list of participating pharmacies. You can also check your costs using Anthem's Price a Medication tool at **anthem.com/ca**.
  - **Kaiser members:** Visit the Kaiser Permanente website or use the mobile app.
- Your prescription cost depends on how the prescribed drug is classified and whether it belongs to the plan's formulary, or list of preferred drugs. Generic drugs often cost less and may help lower your out-of-pocket expenses. See the next page for Anthem's prescription drug definitions.

If you're an Anthem Blue Cross medical plan member, you also have access to **Rx Savings Solutions** to help you easily find the lowest-price options for prescription drugs and help reduce your out-of-pocket expenses. Simply enter some basic information about your medication and location to find out which pharmacies in your area carry the medication, whether it's covered by your plan and what it will cost at each location. RxSS includes GoodRx on their platform, which means greater transparency and more coupon pricing options for your prescription drugs.

> **For More Information**
>
> Visit the **Prescription Drugs** page of our **U.S. Benefits Center**.

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Types of Prescription Drugs*

- **Tier 1 (typically Generic):** If the drug is covered under your benefit plan, Tier 1 drugs have the lowest cost share for you. These are usually generic drugs that offer the best value compared to other drugs that treat the same conditions.
- **Tier 2 (typically Preferred Brand & Non-Preferred Generic):** If the drug is covered under your benefit plan, Tier 2 drugs have a higher cost share than Tier 1. They may be preferred brand drugs, based on how well they work and their cost compared to other drugs used for the same type of treatment. Some are generic drugs that may cost more because they are newer to the market.
- **Tier 3 (typically Non-Preferred Brand & Generic):** If the drug is covered under your benefit plan, Tier 3 drugs have a higher cost share. They often include non-preferred brand and generic drugs. They may cost more than drugs on lower tiers that are used to treat the same condition. Tier 3 may also include drugs that were recently approved by the FDA.
- **Tier 4 (typically Preferred Specialty Brand & Generic):** If the drug is covered under your benefit plan, Tier 4 drugs have a higher cost share and usually include preferred specialty brand and generic drugs. They may cost more than drugs on lower tiers that are used to treat the same condition. Tier 4 may also include drugs recently approved by the FDA or specialty drugs used to treat serious, long-term health conditions and that may need special handling.

* For Anthem medical plans



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Medical Plan Comparison Chart

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Plan Feature	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**
Synopsys Health Savings Account (HSA) Annual Contribution[1]	None		Employee Only: Up to $1,000 Family: Up to $2,000		None (Not HSA-eligible)		None (Not HSA-eligible)
Calendar-Year Deductible[2]	Employee only: $2,250 Family: $4,500	Employee only: $5,000 Family: $10,000	Employee only: $1,750 Family: $3,500	Employee only: $3,500 Family: $7,000	Individual: $500 Family: $1,000	Individual: $1,000 Family: $2,000	None
Calendar-Year Out-of-Pocket Maximum	Employee only: $3,500 Family: $7,000	Employee only: $8,000 Family: $16,000	Employee only: $3,000 Family: $6,000	Employee only: $6,000 Family: $12,000	Individual: $3,000 Family: $6,000	Individual: $6,000 Family: $12,000	Employee only: $1,500 Family: $3,000
Lifetime Maximum	Unlimited						
Coinsurance	Plan pays 80% of allowable charges, and you pay 20%	Plan pays 60% of allowable charges, and you pay 40% plus any amount over the allowed amount	Plan pays 90% of allowable charges, and you pay 10%	Plan pays 70% of allowable charges, and you pay 30% plus any amount over the allowed amount	Plan pays 85% of allowable charges, and you pay 15%	Plan pays 70% of allowable charges, and you pay 30% plus any amount over the allowed amount	You pay copays (or coinsurance) when you use Kaiser Permanente doctors and facilities There is no coverage if you use providers outside of the Kaiser Permanente network
Preventive Care (Routine Physical Exams)	Plan pays 100% (Travel immunizations covered after deductible)	Plan pays 60% after deductible	Plan pays 100% (Travel immunizations covered after deductible)	Plan pays 70% after deductible	Plan pays 100% (Travel immunizations covered after deductible)	Plan pays 70% after deductible	Plan pays 100%
Physician Office Visits	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	You pay $20 for primary care and $30 for specialty care visits	Plan pays 70% after deductible	You pay $30 for primary care and $40 for specialty care visits
Lab Tests and X-Rays (not associated with preventive care)	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 70% after deductible	CA: Plan pays 100% for most visits OR: You pay $30 per visit
Emergency Room	Emergency: Plan pays 80% after deductible Nonemergency: Plan pays 80% after deductible		Emergency: Plan pays 90% after deductible Nonemergency: Plan pays 90% after deductible		Emergency: You pay $150 per visit Nonemergency: You pay $150 per visit		You pay $125 per visit (OR only: waived if admitted)

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Plan Feature	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**	**Non-Network Benefit**	**Network Benefit**
Urgent Care	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	You pay $40 per visit	Plan pays 70% after deductible	You pay $30 per visit
Hospitalization	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 70% after deductible	You pay $400 per admission
Maternity	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 70% after deductible	Plan pays 100% for prenatal care You pay $400 for hospitalization You pay $30 for lab or X-ray visits (for OR only)
Chiropractic Care	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	You pay $30 per visit	Plan pays 70% after deductible	You pay $15 per visit
Mental Health and Substance Abuse	Plan pays 80% after deductible	Plan pays 60% after deductible	Plan pays 90% after deductible	Plan pays 70% after deductible	You pay $20 per outpatient visit; Plan pays 85% after deductible for inpatient care	Plan pays 70% after deductible	You pay $30 per outpatient visit; You pay $400 per inpatient admission
Prescription Drugs – Retail (31-day supply)[3]	You pay after deductible[4] Tier 1 – $5 Tier 2 – 20%, $50 max Tier 3 – 20%, $75 max	You pay 60% after deductible	You pay after deductible[4] Tier 1 – $5 Tier 2 – 10%, $50 max Tier 3 – 10%, $75 max	You pay 70% after deductible	You pay: Tier 1 – $10 Tier 2 – $30 Tier 3 – $60	You pay 70% after deductible	You pay $10 generic/ $30 brand (up to a 30-day supply)
Prescription Drugs – Mail Order (90-day supply)	You pay after deductible[4] Tier 1 – $10 Tier 2 – 20%, $100 max Tier 3 – 20%, $150 max	Not available	You pay after deductible[4] Tier 1 – $10 Tier 2 – 10%, $100 max Tier 3 – 10%, $150 max	Not available	You pay: Tier 1 – $20 Tier 2 – $60 Tier 3 – $120	Not available	You pay $20 generic/ $60 brand (up to a 90-day supply for OR and up to a 100-day supply for CA)

[1] Synopsys HSA contributions will be made on a per-paycheck basis throughout the year. New hire or midyear life event contributions will be prorated based on the account activation date.

[2] Deductible applies to both network and non-network care.

[3] A copay will apply to specialty drugs that fall within the CarelonRx Exclusive Specialty Pharmacy program for retail prescriptions up to 31 days.

[4] Deductible waived for preventive care drugs.

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Dental Coverage

Synopsys dental coverage is available through Delta Dental, and you have a choice of two plans: the **Synopsys Low Dental Plan** and the **Synopsys High Dental Plan**. The plans allow you to see any licensed dentist, but pay higher benefits when you use a Delta Dental PPO dentist.

	Synopsys Low Dental Plan		Synopsys High Dental Plan	
	Delta Dental PPO Dentists	Delta Dental Premier Dentists and non-PPO Dentists	Delta Dental PPO Dentists	Delta Dental Premier Dentists and non-PPO Dentists
Calendar Year Deductible	$50 per person $100 per family	$50 per person $100 per family	None	$50 per person $100 per family
Calendar Year Benefit Maximum	$1,500 per person	$1,500 per person	$2,500 per person	$2,500 per person
Diagnostic and Preventive Services: Exams, cleanings, X-rays, sealants	Plan pays 100% — deductible does not apply	Plan pays 100% — deductible does not apply	Plan pays 100%	Plan pays 100% — deductible does not apply
Basic Services: Fillings, simple tooth extractions, endodontics	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 90%	Plan pays 80% after deductible
Major Services: Crowns, inlays, onlays and cast restorations, bridges and dentures, implants	Plan pays 50% after deductible	Plan pays 50% after deductible	Plan pays 60%	Plan pays 50% after deductible
TMJ Benefit	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 90%	Plan pays 80% after deductible
Orthodontic Benefits Adults and dependent children	Not Covered	Not Covered	Plan pays 50%	Plan pays 50%
Orthodontic Maximum	Not Covered	Not Covered	$2,500 Lifetime	$2,500 Lifetime

For More Information

Visit the **Dental** page of our **U.S. Benefits Center**.

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Vision Coverage

Synopsys offers you a choice between two Vision Service Plan (VSP) options: **Signature Plan** and **Signature Plus Plan**. The Signature Plus Plan costs more in paycheck contributions but provides additional lens enhancements at no extra cost.

	SIGNATURE PLAN	SIGNATURE PLUS PLAN
Frequency		
Exams	Every calendar year	Every calendar year
Lenses	Every calendar year	Every calendar year
Frames	Every other calendar year	Every calendar year
Copays		
Exams	$10	$10
Frames	$25	$25
Lenses		
Single vision, bifocal, trifocal	No charge	No charge
Impact-resistant lenses for dependent children	No charge	No charge
Premium/custom progressives	$80–$160	$80–$160
Prescription Glasses		
Frame Allowance	$155	$155
Contact Lens Allowance (instead of glasses)	$130	$130
VSP LightCare	$25 copay $155 allowance for ready-made non-prescription sunglasses or ready-made non-prescription blue light filtering glasses, instead of prescription glasses or contacts Every other calendar year	$25 copay $155 allowance for ready-made non-prescription sunglasses or ready-made non-prescription blue light filtering glasses, instead of prescription glasses or contacts Every calendar year
VSP EasyOptions	N/A	Choose one of these upgrades: • An additional $145 frame allowance • Fully covered premium or custom progressive lenses • Fully covered light-reactive lenses • Fully covered anti-glare coating • An additional $120 contact lens allowance

For More Information

Visit the **Vision** page of our **U.S. Benefits Center**.

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Savings & Spending Accounts at a Glance

Synopsys offers you four different savings/spending accounts to help you cover health care and dependent care expenses with **tax-free dollars**.

	Health Savings Account (HSA)	Limited Purpose Flexible Spending Account (FSA)	Health Care Flexible Spending Account (FSA)	Dependent Day Care Flexible Spending Account (FSA)
Open to…	Those enrolled in a Health Savings (HS) Plan	Those enrolled in a Health Savings (HS) Plan who contribute to an HSA	Those enrolled in the Anthem PPO Plan, Kaiser HMO Plan and who opt out of medical	All
Use for…	All medical, dental and vision care expenses	Dental, vision and post-deductible medical expenses only	All medical, dental and vision care expenses	Dependent care expenses (such as day care and elder care)
Who contributes…	You and Synopsys Synopsys contributes if you are enrolled in the Synopsys HS Premium Plan	Only you	Only you	Only you
Rollover?	Yes	No. Use by grace-period deadline or forfeit unused funds.	No. Use by grace-period deadline or forfeit unused funds.	No. Use by grace-period deadline or forfeit unused funds.
Portable if you leave Synopsys?	Yes	No	No	No

You must take action every year during Open Enrollment to enroll and contribute to FSA accounts, so don't miss out! HSA accounts will automatically rollover year to year.

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Health Savings Account (HSA)

Synopsys employees enrolled in one of the Health Savings (HS) medical plan options are eligible to invest in a Health Savings Account, or HSA, which you can use to save for current or future health care expenses. An HSA offers the following **key features and benefits**:

- **You own the account.** Any money you contribute to your HSA is yours to keep, as well as Synopsys' contributions and interest earned on your HSA balance over time. You also have control over how and when to use your savings at any time — now or in the future.
- **Synopsys boosts your HSA.** Synopsys contributes to your HSA when you enroll in the Synopsys HS Premium Plan, helping to offset your medical plan deductibles.
- **An HSA offers triple tax advantages.** Any contributions you make to your HSA are not federally taxed (although, some states may tax), the money in your HSA grows tax-free and funds used for eligible medical expenses can be withdrawn tax-free at any time.
- **You can roll over your HSA and take it with you.** Unused HSA funds roll over from year to year, and the HSA is portable, meaning you can take it with you if you retire or leave Synopsys.

For More Information

Visit the **Health Savings Account (HSA)** page of our **U.S. Benefits Center**.

HSA Contributions

You can make pre-tax contributions to your HSA via payroll deductions, up to a maximum contribution limit that is set by the IRS each year. If you're age 55 or older, you can make additional catch-up contributions up to $1,000. You can increase or decrease the contributions to your HSA at any time during the year.

Synopsys will also contribute to your HSA if you enroll in the Synopsys HS Premium Plan. The company's contribution will be made on a per-paycheck basis throughout the year and will be pro-rated for new hires and mid-year life event enrollments.

Maximum contribution limits are set by the IRS and may vary each year. Visit the **Health Savings Account (HSA)** page of our **U.S. Benefits Center** for the latest contribution limits.

Eligible Expenses

You can use the money in your HSA to pay for eligible health care expenses, including:

- Health plan deductibles and coinsurance
- Most medical care and services
- Dental and vision care
- Prescription drugs and insulin
- Medicare premiums (if age 65 or older)

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Flexible Spending Accounts (FSAs)

Synopsys offers you two different types of FSAs to save you money for eligible health and dependent care expenses. You can invest into these special accounts directly from your paycheck, saving on taxes and bringing you closer to achieving your financial goals.

Health Care FSA

With a Health Care FSA, you can set aside pretax dollars from your pay to reimburse yourself for eligible health care expenses. There are two types of Health Care FSAs, administered by HealthEquity:

- **Traditional Health Care FSA** — Medical, dental and vision expenses — available if you are enrolled in the Synopsys PPO medical plan, Kaiser Permanente HMO medical plan, waive medical coverage or waive contributions to the HSA.
- **Limited Purpose FSA** — Dental, vision and post-deductible medical expenses only — available if you are enrolled in a Synopsys Health Savings (HS) medical plan and elect to contribute to the HSA.

Maximum FSA contribution limits are set by the IRS and may vary each year. Visit the **Flexible Spending Accounts** page of our **U.S. Benefits Center** for the latest contribution limits.

Eligible Expenses

Eligible expenses are those incurred by you or anyone you claim on your tax return as a dependent. Your dependents do not have to be covered under the Synopsys health care plans to be eligible.

You can review the list of **eligible expenses** on the HealthEquity website.

Use It or Lose It

You must use all the money in your FSA by the end of a two-month grace period following the end of the year. Otherwise, you forfeit any remaining funds. Review the chart below for more information.

IF YOU HAVE A HEALTH CARE FSA IN 2027	
Grace period Funds remaining in your account at the end of the year will be usable until…	Feb. 28, 2028
You may submit claims until...	March 31, 2028

> **For More Information**
>
> Visit the **Flexible Spending Accounts** page of our **U.S. Benefits Center**.

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Dependent Day Care FSA

With a Dependent Day Care FSA, you can set aside pretax dollars from your pay to reimburse yourself for eligible child or elder day care expenses that allow you and/or your spouse or domestic partner to work.

Maximum FSA contribution limits are set by the IRS and may vary each year. Visit the **Flexible Spending Accounts** page of our **U.S. Benefits Center** for the latest contribution limits.

Eligible Expenses

Qualified expenses include licensed day care center or after-school care for children up to age 13 and care for elderly and/or disabled adults who qualify as tax dependents. You can review the list of **eligible expenses** on the HealthEquity website.

Note: The Dependent Day Care FSA cannot be used for dependent health care expenses.

Use It or Lose It

Like other FSAs, you must use all the money in your account by the end of the two-month grace period following the end of the year. Any unused funds remaining in the account after the grace period will be forfeited. Review the chart below for more information.

IF YOU HAVE A DEPENDENT DAY CARE FSA IN 2027	
Grace period Funds remaining in your account at the end of the year will be usable until…	Feb. 28, 2028
You may submit claims until…	March 31, 2028

For More Information

Visit the **Flexible Spending Accounts** page of our **U.S. Benefits Center**.



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2027 Monthly Costs for Coverage

You may elect to cover yourself only or yourself and any eligible dependents. Below are the monthly costs for coverage. Any premiums paid by you — other than for domestic partner coverage — are on a pretax basis.

MEDICAL: COVERAGE LEVEL	MONTHLY COST			
	HS BASIC PLAN	HS PREMIUM PLAN	PPO PLAN	KAISER PERMANENTE HMO PLAN (CA & OR)
You only	$49.27	$132.61	$147.54	$140.58
You & spouse/domestic partner[1]	$137.80	$342.95	$361.74	$331.90
You & child(ren)	$86.22	$274.30	$289.33	$255.04
You & family[2]	$266.14	$561.23	$606.64	$505.38

DENTAL: COVERAGE LEVEL	MONTHLY COST	
	DELTA DENTAL LOW PLAN	DELTA DENTAL HIGH PLAN
You only	$9.48	$14.22
You & spouse/domestic partner[1]	$16.52	$26.20
You & child(ren)	$18.11	$27.93
You & family[2]	$30.10	$45.82

VISION: COVERAGE LEVEL	MONTHLY COST	
	VSP SIGNATURE PLAN	VSP SIGNATURE PLUS PLAN
You only	$7.97	$18.60
You & spouse/domestic partner[1]	$10.64	$26.59
You & child(ren)	$8.50	$24.45
You & family[2]	$15.96	$42.53

[1] Employees who cover domestic partners are taxed on imputed income.

[2] Family includes spouse or domestic partner & child(ren).

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Health & Wellness Support

Synopsys offers several additional programs, resources and tools — designed to **support your total health and wellbeing**. Many of these programs are available at no cost to all Synopsys U.S. employees, while some are available only to members enrolled in certain Synopsys medical plans.

Available to All Synopsys Employees

Wellness Coach

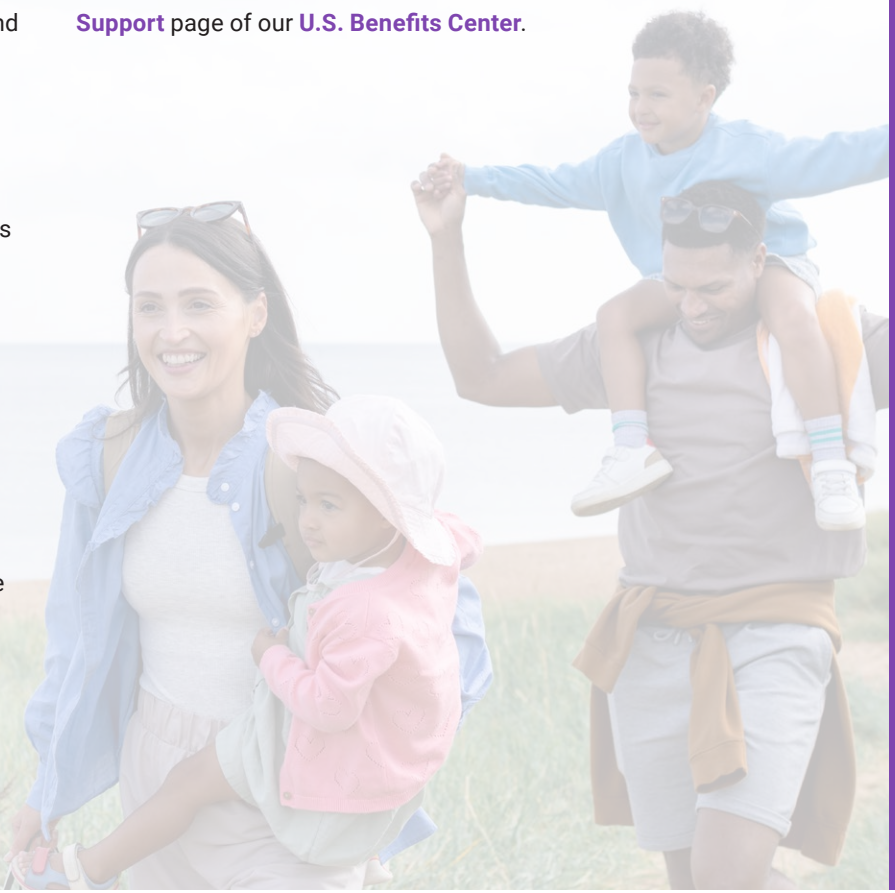
Our wellbeing platform, **Wellness Coach**, is designed to support the unique needs of our employees across the globe. Throughout the year, we partner with Wellness Coach to sponsor regional and global wellbeing challenges and opportunities focusing on your health and wellbeing.

Wellness Coach is available at no cost to you and five additional friends and/or family members age 18+. The program gives you access to over 4,000 tools and resources to help you with mindfulness, sleep, nutrition, fitness, finances, wellness challenges and more, in over 100 languages — including:

- **Personal coaching sessions** — up to 4 personal coaching sessions covering financial wellness, personal fitness training, stress and anxiety support, and more.
- **Weight management program** — access to a 6-month program designed to support your steps toward achieving your weight management goals.
- **On-demand content and daily, live sessions** — access to online articles, classes, music, audiobooks and more.

Fitness Discounts

Synopsys offers a wealth of **employee discounts**, including special offers and pricing for fitness programs like **Active&Fit Direct** or **HUSK Wellness**. Learn more by visiting the **Health and Wellness Support** page of our **U.S. Benefits Center**.



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Anthem Medical Plan Tools and Resources

Employees and family members who enroll in one of the Anthem Blue Cross medical plans have access to a number of free programs, resources and tools:

- **Sydney® Health Mobile App.** The Sydney® Health mobile app puts personalized healthcare in your hands. It gives you 24/7 access to your benefits, claims information and digital ID cards. Plus, you can use it to find doctors, track your health, receive important information about your plan and much more. Download the **Sydney app** to get started.
- **Total Health Connection.** This program is part of your Anthem health plan and offers enhanced benefits and a dedicated Family Advocate as your single point of contact, ready to help with answers and information about your everyday and unexpected health needs. They can connect you and your family with the following programs that support your whole health, including the physical, mental and social aspects of your well-being.
  - **Clinical Advocates**, such as registered nurses, work with your doctor to create personalized care plans for you, as needed.
  - **Inclusive Care** connects LGBTQ+ individuals and families to specialized medical and emotional care.
  - **Building Healthy Families** provides guidance and resources for growing your family, having a baby or raising children age 5 and under.
  - **Virtual primary care** allows you to have a video visit with a primary care doctor in your plan's network through the Sydney Health app.
  - **Behavioral Health Resource Center** provides expert, confidential and compassionate care for your mental health virtually or in person, 24/7.
- **Anthem Diamond Providers.** Our Anthem Blue Cross medical plans include the Anthem Diamond Providers designation feature when searching for a provider. What sets these providers apart is proven high-quality results at a lower cost. Visit **anthem.com/ca** or use the **Sydney app** to Find Care and select Anthem Diamond Provider under Key Filters.
- **Anthem Virtual Second Opinion, powered by My Medical Ally.** This virtual second opinion service can help you and your dependents get a second opinion from a best-in-class facility or specialist about a diagnosis or recommended surgery. The service can help you feel confident in your diagnosis, understand the pros and cons of treatment options and make informed decisions.
- **Telehealth/Virtual Visits.** Available 24/7/365, you can consult with a board-certified doctor through LiveHealth® Online for non-urgent medical care, either by phone or video. You can also make an appointment with specialists in dermatology, diabetes, psychiatry, psychology and other specialty areas.
- **24/7 Nurseline.** Connect day or night with a trained, registered nurse for support and expert guidance for unexpected health concerns, such as a fever. A nurse can also help answer questions about allergy relief or advise you on where to go for care. Use the **24/7 NurseLine** to talk to a nurse who focuses on your immediate care when you're experiencing symptoms. Call them at **1-800-700-9184**.

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- **Price a Medication tool.** This online resource helps you find the best prices for your prescriptions by comparing prescription drug costs across local pharmacies and checking your plan-specific coverage to save money on your medications.
- **MyHealth Advantage.** This program helps you keep track of all your healthcare details online so you can feel confident in your care. MyHealth Advantage connects your claims, doctor reports, personal health history and other information for a bigger picture of your health.
- **Autism Spectrum Disorder (ASD) Program.** The program can help you coordinate care, get resource referrals and access educational information about ASD diagnosis and treatment. Covered children with an autism diagnosis may also access enhanced Applied Behavioral Analysis (ABA), along with standard physical, occupational and speech therapy.



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Kaiser Permanente Medical Plan Tools and Resources

Employees and family members who enroll in the Kaiser Permanente HMO medical plan have access to the full range of Kaiser programs, resources and tools:

- **Digital tools.** kp.org and the Kaiser Permanente app let you manage your health and access your records online 24/7. And kp.org is your go-to resource for on-demand help with sleep, stress, fitness and more.
- **Virtual visits.** You can visit kp.org/getcare or log in to the Kaiser Permanente app to get telehealth care — with or without an appointment.
- **Wellness coaching by phone.** Get one-on-one guidance and support from a dedicated wellness coach who can help you set goals, stick to them and, most importantly, see results.

Visit kp.org/coaching for more information.

- **OnePass.** With OnePass, you can keep moving and healthy with reduced rates on studios, gyms and online classes. From strength training and swimming to yoga classes and grocery delivery, you can find what you need to achieve whole-body health.

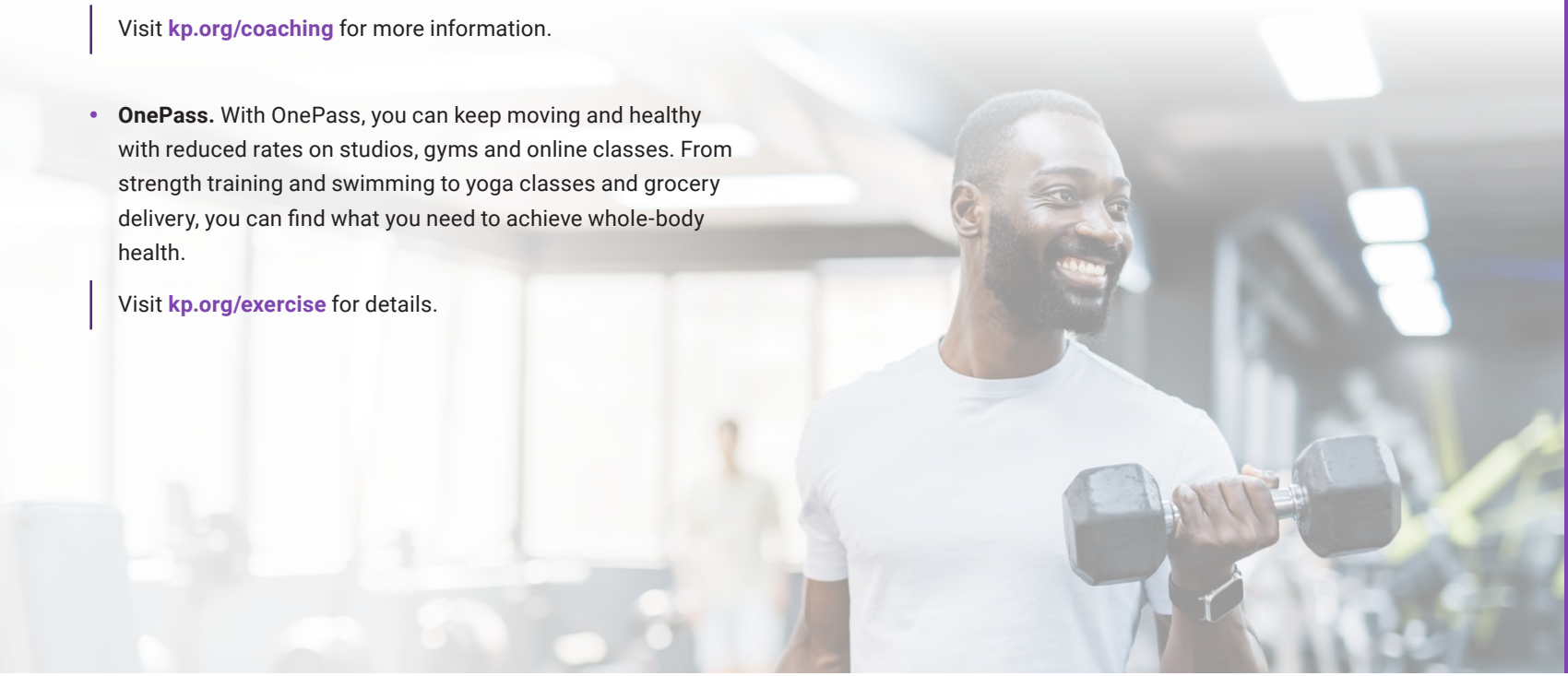
Visit kp.org/exercise for details.

- **Health classes and programs.** You can sign up for in-person, over-the-phone and online wellness programs and classes designed to help you achieve your health goals. All sessions are taught by Kaiser Permanente's team of experts who can help guide you through how to make actionable lifestyle changes.

Visit kp.org/classes for more information.

- **Self-care apps.** The Calm and Headspace apps are available to help you navigate life's challenges and make small changes to improve your sleep, mood, relationships, and more. It's self-care made easy, designed to help you live well and thrive.

Visit kp.org/selfcareapps for details.



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Healthy Behaviors

When it comes to health care, the choices we make can have a big impact on our out-of-pocket costs and future cost of coverage.

Ways to Save

Follow these five tips to help you be a better health care consumer and save money along the way:

1. **Get your preventive care.** Covered preventive care includes annual checkups and certain immunizations, as well as age- or risk-based cancer screenings. To be covered at no cost, you must see in-network providers. Be sure to let your provider know that your visit is for a routine physical. See "Preventive vs. Diagnostic Visits" to the right for more details.
2. **Use in-network providers.** If you're enrolled in one of the Anthem medical plans, you can see a provider of your choosing, but you'll pay less by visiting providers that are in Anthem's network. If you're enrolled in the Kaiser Permanente HMO, you must always see a Kaiser provider in order to receive care.
3. **Compare costs.** If you're in an Anthem medical plan and your doctor refers you to a facility or provider, it's up to you to confirm the provider participates in the Anthem network, too. If you don't check, you could end up paying much more for out-of-network services. Costs will also vary depending on the type of facility you choose, such as a hospital or outpatient facility. See "Where to go for care" on the next page for more guidance.
4. **Go generic.** The next time you need a prescription, be sure to ask your doctor about the generic version, since generic drugs can cost 30–70% less than their brand-name equivalents.
5. **Mail order your medications.** Save time and money by having your maintenance prescriptions sent directly to your home. Not only will this save you a trip to the pharmacy, but you'll be paying slightly more for a lot more value.

Preventive vs. Diagnostic Visits

Keeping up with preventive care is one of the best ways to stay well and catch health issues before they become more serious problems. However, it's important to understand the difference between preventive and diagnostic care because, while they may include similar (or even the same) tests, they are billed differently by your provider.

Preventive care is routine health care intended to help prevent illness or catch conditions early before symptoms appear, such as annual checkups, vaccines and age-appropriate screenings. Diagnostic care, by contrast, is used to evaluate specific symptoms, concerns or abnormal screening results, such as follow-up office visits, imaging or lab tests. Under your medical plan, most preventive care is 100% covered when received in-network, while diagnostic care is more likely to be subject to deductibles, copays or coinsurance.

When visiting your doctor, be sure to ask questions about whether your services will be billed as preventive or diagnostic, because they may be covered differently under the terms of your plan.

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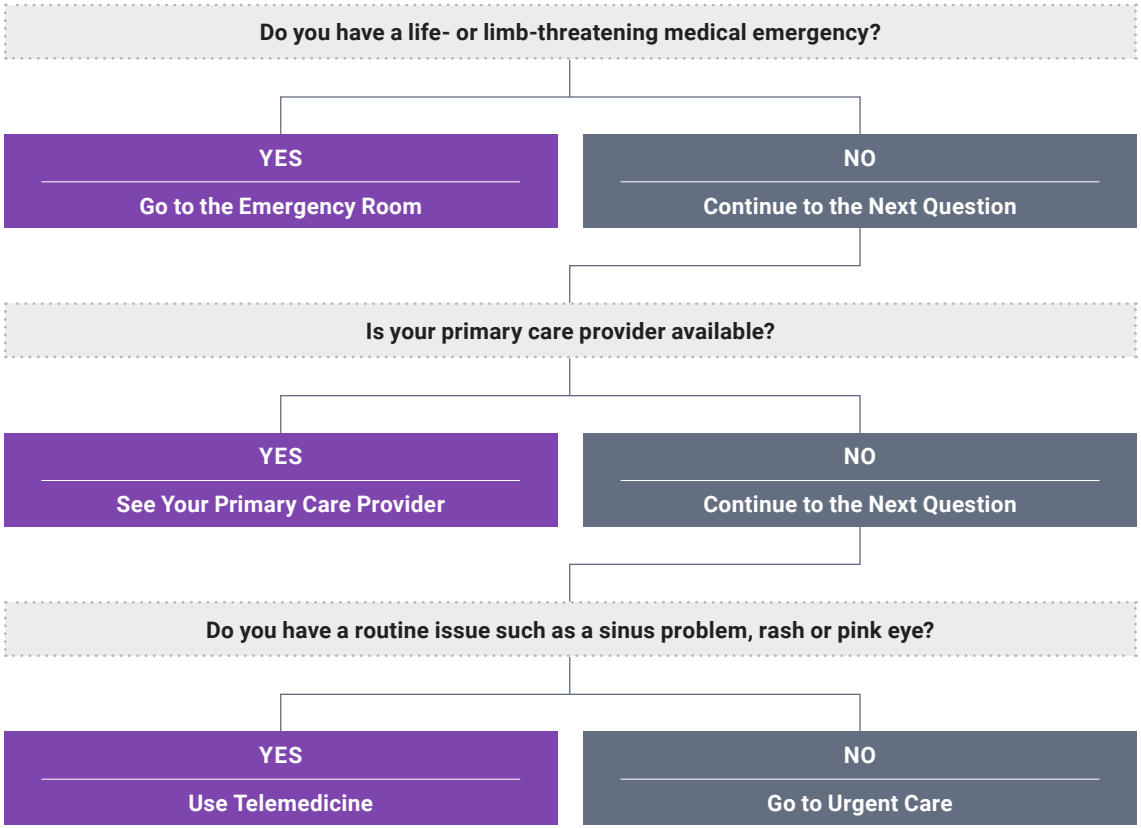
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Where to Go for Care

Where you go for medical care can make a big difference in how much you pay and how long you wait to see a health care provider. When you need medical services, consider your options. Use the flowchart below for guidance on where to seek care, and see the next page for more details about what each care setting offers and costs.



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	Telehealth	Primary Care Provider	Urgent Care	Emergency Room
What it is…	Telehealth offers 24/7/365 confidential phone or video consultations without the need to leave your house.	Primary care providers are often open during regular business hours and require appointments. Primary care providers are best to see for non-emergency care because they can provide follow-up care and refer you to a specialist if needed.	Urgent care sites are often open after normal business hours and do not typically require an appointment. Urgent care can provide faster, less expensive care than emergency rooms.	Emergency rooms operate 24/7 and do not require appointments. Emergency rooms provide slower, more expensive care than urgent care.
Use for…	• Screening for and monitoring symptoms • Non-emergency symptoms and follow-up • Common ailments such as respiratory infections, migraines, back pain or urinary tract infections • Mental health counseling • Blood pressure control • Skin conditions	• Non-emergency symptoms and follow-up • Common ailments such as respiratory infections, migraines, back pain or urinary tract infections • Acute care for sudden illness or injury • Referrals to medical specialists • Continuity of care	• Simple fractures • Sprains and strains • Fever without a rash • Dehydration • Nausea, vomiting or diarrhea • Abdominal pain • Ear infections • Sexually transmitted infections or diseases • Open wounds or abscesses	• Stroke or seizure • Heart attack or chest pain • Psychiatric emergencies (suicidal or homicidal) • Major vehicle accidents • Head injuries • Loss of consciousness • Difficulty breathing or severe shortness of breath • Excessive bleeding • Severe allergic reactions
What it costs you per in-network visit…	• **HS Basic:** 20% coinsurance, no deductible • **HS Premium:** 10% coinsurance, no deductible • **PPO:** $20–$30 copay • **HMO:** $0 (no cost)	• **HS Basic:** 20% coinsurance after deductible • **HS Premium:** 10% coinsurance after deductible • **PPO:** $20 per visit • **HMO:** $30 per visit	• **HS Basic:** 20% coinsurance after deductible • **HS Premium:** 10% coinsurance after deductible • **PPO:** $40 per visit • **HMO:** $30 per visit	• **HS Basic:** 20% coinsurance after deductible • **HS Premium:** 10% coinsurance after deductible • **PPO:** $150 per visit • **HMO:** $125 per visit

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WELLBEING & FAMILY SUPPORT

Synopsys is dedicated to supporting your overall wellbeing, offering a range of programs and resources to help you thrive both personally and professionally. From emotional health support and stress management to family assistance and care coordination, we aim to provide a holistic approach to care.

Employee Assistance Program

The Lyra Employee Assistance Program (EAP) is a free and confidential service available to all members living in your home, 24/7/365, to help provide support when you need it most. Services include:

- Emotional and mental health support and counseling
- Stress management tips and resources
- Substance abuse care referrals
- Child care, elder care and pet care consultations, resources and referrals
- Legal support
- Community resources
- Identity theft support

All eligible Synopsys employees, spouses/domestic partners and dependents have access to up to 12 free coaching or therapy sessions per person per year.*

* After 12 visits, you and/or your Anthem medical plan may be responsible for the cost of your counseling visits. If you want to continue with Lyra, Lyra can submit a claim on your behalf through your Anthem medical plan, or you'll need to pay out of pocket.

For More Information

Visit the **Emotional Wellbeing** page of our **U.S. Benefits Center**.

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Family Support

Synopsys provides benefits that support our employees in their unique journeys to build and expand their families, whether through fertility, surrogacy or adoption assistance. Family support also includes coverage and resource referrals for parenting children with special needs, backup childcare and elder care.

Fertility Coverage

The Synopsys medical plans include coverage for fertility services:

	Anthem Blue Cross	Kaiser Permanente
Network of Providers	BlueCard PPO	Kaiser Permanente providers
Diagnosis of Infertility	Not Required	Required
Lifetime Maximum	$20,000 (medical) $10,000 (prescription)	CA: Up to 3 completed egg retrievals OR: $25,000
Infertility Diagnosis, Studies & Test	Covered	Covered
Egg & Sperm Donors	Covered	Not covered
Cryopreservation (sperm, egg & embryo)	Elective cryopreservation — up to 12 months	CA: Up to 6 months in conjuction with treatment, if medically necessary OR: Excluded unless medically necessary
Stimulated Intrauterine Insemination (IUI)	Covered	Covered
In Vitro Fertilization (IVF)	Covered	Covered

[1] ART, which stands for Assisted Reproductive Technology, refers to in vitro fertilization (IVF), gamete intrafallopian transfer (GIFT) and zygote intrafallopian transfer (ZIFT) procedures.

Surrogacy and Adoption Assistance

The Synopsys **Surrogacy Program** will reimburse you up to $10,000 per calendar year per surrogacy for qualified surrogacy expenses.

For **Adoption Assistance**, Synopsys will reimburse a family up to $10,000 per calendar year per adoption for documented out-of-pocket, adoption-related expenses.

Neurodiversity Support

RethinkCare is a first-of-its-kind program that supports parents and caregivers of children with Autism Spectrum Disorder, ADD/ADHD, Down Syndrome, or other learning and developmental disabilities by helping them with skill building, positive reinforcement and care coordination, all at no cost to you.

For More Information

Visit the **Family Support** page of our **U.S. Benefits Center**.

Anthem + WINFertility

Anthem has partnered with WINFertility to provide personalized fertility benefit management for Synopsys members. As experts in fertility, WINFertility will work with you and your family for case and utilization management while offering benefits through the Anthem medical plan.

All you need to do is contact your Anthem Family Advocate to inquire about benefits, network and administration questions. Your Anthem Family Advocate will serve as your case manager between you and WINFertility and assist with the authorization of services.

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Family Support and Emergency Back-up Day Care

- **Bright Horizons Family Supports**™ can help you find more regular and long-term child and elder care resources, as well as discounted access to pet sitters, dog walkers and high-quality tutoring or test prep services for school-aged children.
- **Bright Horizons Emergency Back-Up Care**™ provides full-service, subsidized emergency childcare, adult care and elder care when you need to be at work and your normal arrangement is not available or a need suddenly arises.

Please note that the value of your benefit under the Bright Horizons program may be considered imputed income and treated as taxable income.

For More Information

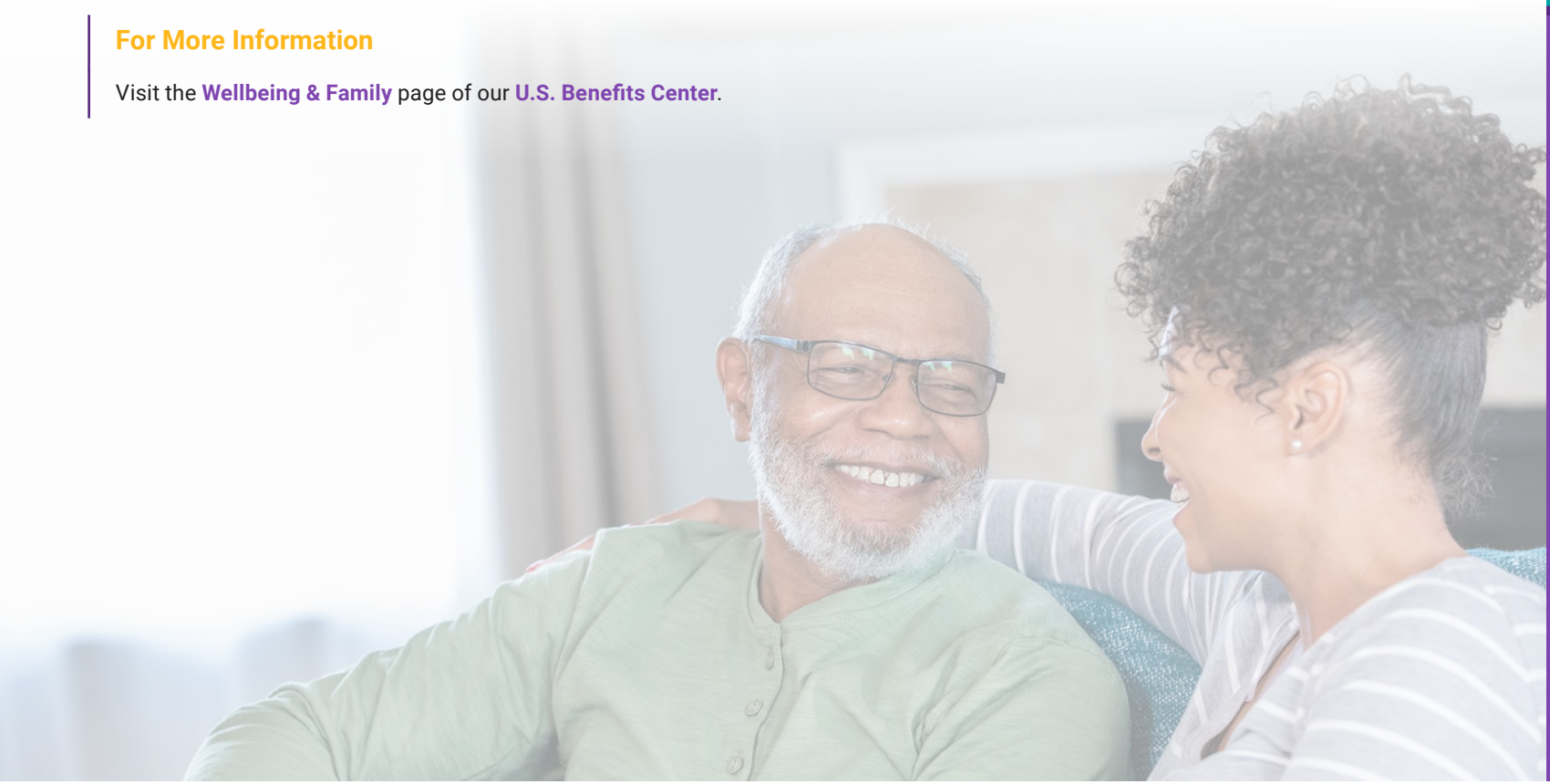
Visit the **Wellbeing & Family** page of our **U.S. Benefits Center**.

Elder Care Concierge Services

Lyra offers elder care resources and referrals to help you manage the care of older family members.

For More Information

Visit the **Family Support** page of our **U.S. Benefits Center**.



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FINANCIAL & INCOME PROTECTION

We understand that financial security and freedom are important to you. From company matches to discounted investments and comprehensive insurance, Synopsys offers you the tools to build a comfortable future for yourself and your family.

Synopsys 401(k) Plan

The Synopsys 401(k) plan is one of the many important ways Synopsys supports your financial wellbeing. The plan gives you the opportunity to invest for your future on a pretax and/or an after-tax basis. As an added bonus, Synopsys helps you save for your retirement by offering a company match.

Synopsys Boosts Your 401(k)

Synopsys matches 100% of the first 6% of eligible pay that you contribute to the 401(k) Plan, up to a maximum of $7,500 per calendar year. To receive the maximum 401(k) match, you must contribute at least 6% per pay period and ensure your total contributions do not reach the IRS limit before reaching $7,500, as contributions — and matching — will stop once the IRS limit is reached.

How to Enroll

You can enroll in the 401(k) Plan, administered by Fidelity, within a few days of your date of hire.

Just log in to Fidelity's NetBenefits® website or call (800) 835-5095.

Automatic Enrollment for New Hires: If you don't take action within 60 days of your hire date, you will be auto-enrolled into the 401(k) plan at a 10% pre-tax deferral rate and invested in an age-appropriate target date fund. You can change your contributions and investment direction at any time through your Fidelity account.

> **For More Information**
> Visit the **Synopsys 401(k) Plan** page of our **U.S. Benefits Center**.

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Examples of the Synopsys 401(k) Match

Synopsys matches 100% of the first 6% you contribute to the plan, up to a maximum of $7,500 per year. To receive your full match, contribute at least 6% on a pretax and/or Roth basis per pay period.

Here's an idea of what your 401(k) Plan match could look like, based on $130,000 in annual compensation where you are paid $5,000 biweekly over 26 pay periods.

If you contribute this much of your pay per pay period…	Your paycheck deduction is…	Your Synopsys employer match will be…
15%	$750	$300
6%	$300	$300
3%	$150	$150



Three Ways to Save

1. Pretax

Your 401(k) contributions are deducted from your paycheck before taxes are withheld. Your contribution reduces your taxable income, so less comes out of your paycheck in taxes today. Your pretax contributions, any Synopsys matching contributions and any investment earnings are not taxed until you withdraw the money from your account.

2. Roth 401(k)

Roth contributions are deducted from your paycheck ***after*** taxes are withheld. But when you're eligible to withdraw your money, you don't pay taxes on your contributions or any investment earnings (if you attain age 59.5 and meet a five year qualification period).

You can make contributions on a Roth or pretax basis, or a combination of the two, up to the annual IRS limits.

3. After-tax contributions

In addition to pretax and Roth contribution options, Synopsys allows you to save even more for retirement. Your contributions are deducted from your paycheck after taxes and other deductions are withheld. These contributions aren't eligible for Synopsys matching. You may want to consider a Roth In-Plan conversion, or you can withdraw them at any time, paying tax only on any investment earnings.

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Employee Stock Purchase Plan (ESPP)

The Synopsys Employee Stock Purchase Plan (ESPP) enables you to acquire a stock ownership interest in the company. Through payroll deductions, you can buy shares of Synopsys common stock at a discount of at least 15% off the market price, without incurring brokerage or administrative fees. Shares are purchased every six months at a discount from the purchase date market price and feature a maximum 24-month lookback.

For More Information

Visit the **Employee Stock Purchase Plan (ESPP)** page of our **U.S. Benefits Center**.

Voluntary Long-Term Care Insurance

The Synopsys Long-Term Care (LTC) Insurance program offers coverage that you may choose to enroll in and pay for directly. It covers care received at home, in the community or in a nursing home — that's otherwise not covered by health insurance, disability insurance or Medicare coverage.

LTC Insurance is offered through Chubb and is fully portable, meaning you can take it with you if you leave Synopsys. Your premiums will not change due to separation of employment.

For More Information

Visit the **Voluntary Long-Term Care Insurance** page of our **U.S. Benefits Center**.

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Life and Accidental Death & Dismemberment (AD&D) Insurance

Our comprehensive Life and Accidental Death & Dismemberment (AD&D) Insurance programs are designed to provide you and your loved ones with financial protection and peace of mind. Explore the benefits of these programs and ensure a secure future for your family.

In addition to employer-paid Basic Life and AD&D coverage, you have the option to purchase additional supplemental insurance coverage for yourself and your dependents.

For More Information

Visit the **Life Insurance and AD&D Insurance** page of our **U.S. Benefits Center**.

	Basic	Supplemental
Who Pays?	100% Synopsys paid	100% employee paid
Employee Life	2x your annual earnings, up to $1,000,000[1]	Amounts in $10,000 increments, up to $1,500,000 (and not to exceed 8x your annual earnings)
Employee AD&D	$50,000	Amounts in $100,000 increments, up to $950,000 (not to exceed 10x your annual earnings)
Spouse Life	N/A	Amounts in $5,000 increments, up to $250,000 (or 100% of your total employee life insurance amount, whichever is less)
Child Life	N/A	Amounts of $1,000, $5,000, $10,000, $15,000 or $20,000
Spouse AD&D Child AD&D	N/A	Coverage is a percentage of the benefit amount you elect

[1] **$50,000 Basic Life Option:** Basic Life Insurance of more than $50,000 is included in your taxable income, so you are subject to income tax for the amount over $50,000. You have the option to waive this in favor of a $50,000 Basic Life Insurance coverage option. Since the IRS does not include Basic Life Insurance of $50,000 or less in your taxable income, you will not be responsible for any income taxes if you choose this option.

Evidence of Insurability (EOI)

Depending on how much supplemental insurance coverage you purchase, you may need to provide Evidence of Insurability (EOI), or proof of good health. The coverage is provided by Lincoln Financial.

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Supplemental Health Insurance

Accidents and serious illness can have a significant financial impact on your family, even with comprehensive medical coverage. As a benefit-eligible employee, you have the option to enroll in supplemental health insurance programs offered by UnitedHealthcare (UHC), which provide extra protection for life's unexpected events. These voluntary programs provide a lump-sum cash payment directly to you, helping to cover out-of-pocket medical expenses or other emergency needs, such as rent or groceries.

- **Accident Insurance** pays a direct cash benefit for covered injuries.
- **Critical Illness Insurance** pays a direct cash benefit if you're diagnosed with a covered condition.
- **Hospital Indemnity Insurance** pays a direct cash benefit after a covered hospital stay and related expenses.

For all supplemental programs, you pay a premium each paycheck via payroll deduction. These plans are also portable, meaning you can take them with you if you change jobs or retire.

You have the option to enroll in these programs during your new hire period, annual Open Enrollment or if you experience a **qualified life event**.

Filing a Claim

If you're enrolled in both an Anthem Blue Cross medical plan and a supplemental health plan, you can access Benefit Assist, a program designed to help members with claims. Through Benefit Assist, a certified Benefit Assistant will reach out to you directly if any medical claims may qualify for a supplemental health insurance payout, enabling you to receive eligible payments sooner.

If you're enrolled in another medical plan, visit the **Supplemental Health Insurance** page of our **U.S. Benefits Center** to review the easy steps to file a manual claim.

For More Information

Visit the **Supplemental Health Insurance** page of our **U.S. Benefits Center**.

Extra Wellness Benefit – get screened, earn money!

When enrolled in a UHC supplemental health insurance plan, you can earn up to $50 per person if you and your spouse/domestic partner complete health screenings like blood tests, colonoscopies or stress tests. The cash benefit can be used in any way you like.

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Accident Insurance

The Accident Plan is designed to support added costs you may face following a covered accident. It covers more than 80 injuries, including burns, concussions, fractures and more. Health care services like diagnostic MRIs, ambulance rides and rehabilitation are also covered.

Who Pays for Coverage?	100% Employee Paid	
Plan Benefits	**Low Accident Plan**	**High Accident Plan**
Urgent Care Visit	$100	$200
Ambulance (ground)	$300	$400
Emergency Room Visit	$100	$200
Hospital Admission	$1,000	$2,000
Major Diagnostic Exam	$250	$325
Physical Therapy (per visit, up to 10 visits)	$150	$200
Concussion	$200	$300
Wellness Benefit	$50	

This is not a comprehensive listing of covered benefits. Visit the **Supplemental Health Insurance** page of our **U.S. Benefits Center** for more information.

Critical Illness Insurance

The Critical Illness Plan is designed to help support you or a covered family member when diagnosed with invasive cancers, strokes, heart attack, organ failure and other serious conditions.

Who Pays for Coverage?	100% Employee Paid	
Plan Benefits	**Low Critical Illness Plan**	**High Critical Illness Plan[2]**
Employee	$15,000	$30,000
Spouse/domestic partner[1]	$15,000	$30,000
Child(ren)[1]	$7,500	$15,000
Covered Benefits *Cancer (invasive), benign brain tumor, chronic renal failure, coma, heart attack, heart failure, major organ failure, permanent paralysis, ruptured aneurysm, stroke and more*	100% of maximum benefit amount payable per covered person or dependent	
Partial Benefit *Cancer (non-invasive), coronary artery disease*	25% of maximum benefit amount payable per covered person or dependent	
Partial Benefit *Cancer (non-invasive), coronary artery disease*	$50	

[1] You must purchase coverage for yourself in order to purchase dependent coverage.

[2] You may choose from lower coverage options for your spouse/domestic partner and child(ren).

This is not a comprehensive listing of covered benefits. Visit the **Supplemental Health Insurance** page of our **U.S. Benefits Center** for more information.

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Hospital Indemnity Insurance

The Hospital Indemnity Plan covers hospital and intensive care unit admission and confinement.

Who Pays for Coverage?	100% Employee Paid	
Plan Benefits	**Low Hospital Indemnity Plan**	**High Hospital Indemnity Plan**
Hospital Admission For the initial day of admission to a hospital for treatment of an injury (1 day/plan year)	$1,000	$2,000
Hospital Confinement For each day of confinement in a hospital due to an injury (up to 29 days/plan year)	$100	$200
Intensive Care Unit (ICU) Admission For the initial day of admission to an ICU for treatment as the result of an injury (1 day/plan year)	$1,000	$2,000
ICU Confinement For each full or partial day of confinement in an ICU due to an injury. Up to 29 days per plan year.	$100	$200
Wellness Benefit	$50	

This is not a comprehensive listing of covered benefits. Visit the **Supplemental Health Insurance** page of our **U.S. Benefits Center** for more information.

IMPORTANT: This is a fixed indemnity policy, NOT health insurance. This fixed indemnity policy may pay you a limited dollar amount if you're sick or hospitalized. You're still responsible for paying the cost of your care. The payment you get isn't based on the size of your medical bill. There might be a limit on how much this policy will pay each year. This policy isn't a substitute for comprehensive health insurance. Since this policy isn't health insurance, it doesn't have to include most Federal consumer protections that apply to health insurance.

Looking for comprehensive health insurance? Visit **HealthCare.gov** or call 1-800-318-2596 (TTY: 1-855-889-4325) to find health coverage options. To find out if you can get health insurance through your job or a family member's job, contact the employer.

Questions about this policy? For questions or complaints about this policy, contact your State Department of Insurance. Find their number on the National Association of Insurance Commissioners' website (**naic.org**) under "Insurance Departments." If you have this policy through your job or a family member's job, contact the employer.

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WORK-LIFE SUPPORT

Synopsys understands the significance of maintaining a healthy work-life balance, which is why we offer a range of benefits and programs designed to support our employees in achieving this equilibrium. Employees get generous paid time off and flexible leave options, comprehensive disability insurance and opportunities for giving back through our Synopsys for Good program. We are here to support you in leading a fulfilling life, both inside and outside of work.

Time Away

Taking time off from work is important for your overall wellbeing and productivity, and an important part of the Synopsys benefits package. Our leave and time off policies allow you the flexibility to recover from illness, relax, celebrate holidays, attend personal events and spend time with your loved ones.

Holidays

Synopsys offers eleven (11) paid holidays throughout the year.

> **For More Information**
> Visit the **Holidays** page of our **U.S. Benefits Center**.

Time Off

There are two main time off programs:

- **Exempt Time Off** (for exempt employees)
- **Flexible Time Off** (for non-exempt employees)

> **For More Information**
> Visit the **Time Off** page of our **U.S. Benefits Center**.

Leaves of Absence

Synopsys offers a variety of leave of absence options to give you the time you need away from work to care for a newborn or ill family member, deal with personal business, attend to family needs and more. The Synopsys Leaves of Absence program is administered by The Larkin Company.

> **For More Information**
> Visit the **Leaves of Absence** page of our **U.S. Benefits Center**.

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Disability Insurance

Synopsys self-insured disability benefits ensure your wellbeing and security, even when you're unable to work. Our disability insurance benefits ensure your wellbeing and security. If you are unable to work because of injury or illness, the Synopsys disability plans offer financial protection by replacing a portion of your income. You are enrolled automatically in the plans if you are a full-time employee working 20 or more hours per week.

	Short-Term Disability (STD) Plan (employees based outside of California) Voluntary Disability (VDI) Plan* (eligible employees based in California)	Long-Term Disability (LTD)
Plan Administrator	The Larkin Company	Lincoln Financial
When Benefits Begin	First day of disability, provided you're disabled for at least eight consecutive calendar days and you're treated by a doctor during that eight-day period	180th day provided you qualify as totally disabled and are still unable to work after 180 days of continuous disability
Benefit Amount	75% (both STD and VDI Plans) of your weekly earnings, up to a $3,000 maximum weekly benefit	60% of your base earnings, up to a maximum of $15,000 per month
When Benefits End	• STD benefits continue for up to 180 days or until you are no longer disabled, whichever occurs first • VDI Plan benefits continue for 180 days at a reduced rate	• LTD benefits continue for as long as you remain totally disabled, until one of the following occurs: - You're no longer disabled - You reach the end of the maximum benefit period - Your earnings exceed 80% of your pre-disability earnings - You pass away

* Note: Legacy Ansys employees based in California will not be covered by the CA VDI Plan and will instead be covered by the CA State Plan.

For More Information

Visit the **Leaves of Absence** page of our **U.S. Benefits Center**.

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Synopsys for Good

Synopsys is committed to making a positive impact in the communities where employees live and work. Since 1992, we have contributed to our communities through volunteering, financial donations, match funds, in-kind items and grants. Whether it's lending a helping hand to those in need, supporting local initiatives or championing causes that resonate with them, our employees can contribute their time, skills and money to create positive change.

Employees can access the **Synopsys for Good Portal** using their workplace credentials to view a calendar of volunteer opportunities, sign up for company volunteering events, request donation matches for volunteering hours and charitable gifts, and nominate organizations for the portal.

Synopsys Outreach Foundation

Through the Synopsys Outreach Foundation, we are honored to serve as the major sponsor of project-based STEM events across the Greater Bay Area for all school levels, including the Synopsys Silicon Valley Science and Technology Championship, Synopsys Sonoma County (CA) STEM Showcase, Synopsys Alameda County (CA) Science & Engineering Fair and Sciencepalooza! (East Union High School District of San Jose).

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ADDITIONAL BENEFITS & PERKS

We take pride in providing our employees with a wide range of additional benefits and discounts that are designed to enrich their lives and contribute to their overall wellbeing.

Commuter Benefits

As a Synopsys employee, you can save money and reduce your commuting stress by taking advantage of our commuter benefits.

Commuter Spending Account Program

The Commuter Spending Account (CSA), administered by HealthEquity, lets you set aside pretax money from your paycheck to pay for qualified transportation to and from work. If you ride public transportation to work, participate in a vanpooling program, or pay to park your car at work or a park-and-ride station, this program can help you save money.

To see how much you can contribute pretax each year, visit the **Commuter Benefits** page of our **U.S. Benefits Center**.

Scoop

For employees located in the Bay Area, Synopsys offers the Scoop carpooling program, which covers free carpool rides and subsidizes backup commutes through Lyft to and from the Synopsys campuses.

Note: Per IRS regulation, the amount Synopsys pays for your Scoop ride is considered taxable income to you.

For More Information

Visit the **Commuter Benefits** page of our **U.S. Benefits Center**.

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Educational Assistance

At Synopsys, we are committed to empowering our employees to pursue their educational aspirations and achieve financial wellbeing. To support you on this journey, we offer a variety of programs, including tuition reimbursement, a student debt program and student loan refinancing options.

Tuition Reimbursement

As a Synopsys employee, you are eligible for reimbursement of up to $5,250 per year for expenses related to tuition, certification and academic advising programs that help you enhance your skills for your current job and prepare for growth opportunities within the company.

If you are participating in both the Student Debt and Tuition Reimbursement program, the maximum for the two programs is $5,250 per year, and the student loan is processed first. Please note that the value of your benefit under these programs may be considered imputed income and treated as taxable income.

Student Debt Program

Synopsys offers you a program through Fidelity Investments to help with paying off your federal student loans faster and save on interest. Please note that imputed income applies in certain states.

You'll have access to Fidelity's Student Debt Tool, which can help you explore repayment options and how much you could save through the program.

Student Loan Refinancing

Access SoFi for a customized application experience, dedicated customer service and a welcome bonus when your loan is approved. SoFi consolidates and refinances student loans to offer better rates to those who qualify.

Learn more

Learn more by visiting the **Educational Assistance** page of our **U.S. Benefits Center**.

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Travel Support

TravelSAFE

TravelSAFE provides you with enhanced safety, security and medical assistance when you're traveling anywhere in the world for business on behalf of Synopsys.

Visit the **TravelSAFE website** for more information (please note this web page is only viewable when accessed via the Synopsys network).

Travel Medical Insurance

Synopsys offers travel medical coverage to all employees traveling on business, including seven days of personal travel that might follow a business trip. Dependents are covered only while they're traveling with you and include:

- Your spouse/domestic partner
- Your unmarried child, legally adopted child or stepchild (up to 19 years old, or 25 if child is a full-time student)

Insurance does not cover travel to locations sanctioned by the United States Office of Foreign Assets Control (OFAC).

Global Assistance Program

International SOS is your 24/7 global travel assistance resource that can help when emergencies or urgent situations occur while you're on business or leisure travel outside of your home country. The ISOS team can assist you and your accompanying dependents (spouse/partner and dependent children up to age 26) with referrals to doctors and medical facilities, emergency medication, payment guarantees and coordination with the Synopsys travel medical insurance policy.

Visit the **International SOS portal** for information about the program, including access to a membership card, answers to frequently asked questions, real-time health and security alerts, and more.

For More Information

Visit the **Travel Support** page of our **U.S. Benefits Center**.

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Legal Services

Rocket Lawyer

As a Synopsys employee, you have free access to a 30-minute phone call with a Rocket Lawyer attorney specializing in your issue, attorney Q&A and a 40% discount on lawyer consultations in your area. A legal documents library is also available where you can create and sign hundreds of legal documents, such as wills, leases, child care authorization forms and more.

Group Legal Plan

The Group Legal Plan is an affordable plan that you can enroll in with MetLife Legal Plans and pay for through after-tax payroll deductions. The plan gives you and your family members access to professional legal advice and services for a wide range of personal legal matters. You can also select the buy-up option, the Plus Parents Legal Plan, for enhanced coverage.



Learn more

Visit the **Legal Services** page of our **U.S. Benefits Center**.

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Employee Discounts

Synopsys offers a number of programs, resources and tools to **support your financial wellbeing** — many at no cost.

- **Active&Fit Direct** — fitness membership discounts
- **BMW Motors** — corporate sales program
- **Dell Computers** — employee purchase program
- **Rejuv** — on-site yoga and fitness classes at HQ and virtually
- **HUSK Wellness** — membership discounts
- **HP** — product discounts
- **KeyPoint Credit Union** — member financial services
- **Microsoft Office 365** — discounts on Office 365 home and personal subscriptions
- **Mobile/Cell phone** discounts
- **Tech CU** — credit union membership
- **TicketsatWork** — discounts on entertainment
- **DoorDash** — access your complimentary DashPass; sign up with your Synopsys email at **doordash.com/teams/join**.

Learn more...

Visit the **Employee Discounts** page of our **U.S. Benefits Center**.



Auto, Home & Pet Insurance

- **Auto & Home Insurance** — access to group rates on Auto and Home Insurance through Farmers GroupSelect℠. You can get separate quotes from Farmers for auto and home insurance policies, or save even more by combining auto, home and other policies.
- **Pet Insurance** — protection for your furry family members against unplanned vet expenses for covered accidental injuries, illnesses, exam fees, surgeries and more. The plan offers special group rates, year-round coverage and access to vets around the world.

Learn more...

Visit the **Auto, Home, and Pet Insurance** page of our **U.S. Benefits Center**.

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Below are the key contacts for your Synopsys benefits. Reach out directly to each carrier or vendor with questions about claims, coverage, providers and more. You can also visit the **Synopsys U.S. Benefits Center** for general information.

Enrollment	Synopsys Enrollment and Resource Center	(833) 280-4598 **http://benefitsolver.com** Company Key: Synopsys
	Synopsys Benefits and Payroll	**Submit a ticket** for questions about Benefits or Payroll (ADP registration, direct deposit or W-2 and W-4 tax documents)
Health & Wellness	Anthem Blue Cross	Plan/Group Number: 174349 (844) 614-2164 **https://www.anthem.com/ca** Download on the App Store GET IT ON Google Play WINFertility (for Anthem Blue Cross medical plan members) (844) 943-5347 **https://managed.winfertility.com/synopsys**
	Delta Dental	Plan/Group Number: 5479 (800) 765-6003 Download on the App Store GET IT ON Google Play **https://deltadentalins.com**
	HealthEquity	(877) 472-8632 Download on the App Store GET IT ON Google Play **http://healthequity.com/wageworks**

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Health & Wellness	Kaiser Permanente HMO	**California** Plan/Group Number: Northern CA: 33572 Southern CA: 230924 (800) 464-4000 **https://choose.kaiserpermanente.org/synopsys** **Oregon** Plan/Group Number: 08533-0001 (503) 813-2000 **https://choose.kaiserpermanente.org/synopsys**
	Rx Savings Solutions (RxSS)	Available to Anthem Blue Cross members **https://myrxss.com** (800) 268-4476
	UnitedHealthcare	**Voluntary benefits** Plan/Group Number: 390245 (800) 444-5854 **https://www.whyuhc.com/snps**
	Vision Service Plan (VSP)	Vision coverage Plan/Group Number: 12001671 (800) 877-7195 **https://vsp.com**
Wellbeing & Family Support	Bright Horizons	(877) 242-2737 **https://my.brighthorizons.com**
	Collegewise	Receive 10% off admissions and essay packages with expert Collegewise counselors. Free consultations are available. (888) 648-9473 **https://collegewise.com/33850/fidelity**
	Lyra	(844) 856-2213 Email: **care@lyrahealth.com** **https://synopsys.lyrahealth.com** The site must be accessed via Chrome)
	RethinkCare	(800) 714-9285 **https://connect.rethinkcare.com/sponsor/synopsys** Use signup code "SYNOPSYS"

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Financial & Income Protection	E*TRADE	Financial services company offering a full suite of easy-to-use online brokerage, investing and related banking solutions. (800) 838-0908 **https://us.etrade.com/home**
	Fidelity	**Synopsys 401(k) Plan** Plan/Group Number: 37715 (800) 835-5095 **https://nb.fidelity.com/public/nb/401k/home** **Health Savings Account (HSA)** (800) 544-3716 **https://nb.fidelity.com/public/nb/401k/home** **Planning and Guidance Consultants** One-on-one retirement planning assistance (800) 603-4015
	Chubb	**Long-Term Care Insurance** (888) 417-7750 **https://www.getltci.com/synopsys**
Work-Life Support	Lincoln Financial	**Long-Term Disability claims** (800) 713-7384 **https://mylincolnportal.com/customer/public/login** Customer Code: SynopsysIN
	The Larkin Company	**Leaves of Absence and Short-Term Disability claims** (866) 923-3336

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Additional Benefits & Perks	Farmers GroupSelect for Outside of CA Farmers Smart Auto & Home for CA only	**Group auto and home insurance** (800) 438-6381 **California residents only** (833) 956-3221 **https://myautohome.farmers.com/index.html#/home**
	Edcor	**Tuition Reimbursement** (833) 363-1397 **https://synopsys.tap.edcor.com**
	Fidelity	**Student Debt Program** (866) 711-0350 **https://nb.fidelity.com/public/nb/default/home?option=studentloans**
	International SOS Portal	**Global Assistance Program** **https://internationalsos.com/MasterPortal**
	MetLife	**Pet insurance** Plan/Group Number: Synopsys (800) 438-6388 **https://metlife.com/mybenefits** **Group legal insurance** Plan/Group Number: 6090022 (800) 821-6400 **https://legalplans.com**
	Rocket Lawyer	(877) 881-0947 Email: **benefitssupport@rocketlawyer.com** **http://go.rocketlawyer.com/synopsys**
	Scoop	https://benefits.synopsys.com/work-life-support/commuter-benefits
	SoFi	(855) 456-7634 Email: **ask@sofi.com** **https://sofi.com/synopsys**
	TravelSAFE	**Travel Support** **https://synopsys.sharepoint.com/sites/Safety_Security** *Web page viewable only when accessed via the Synopsys network*

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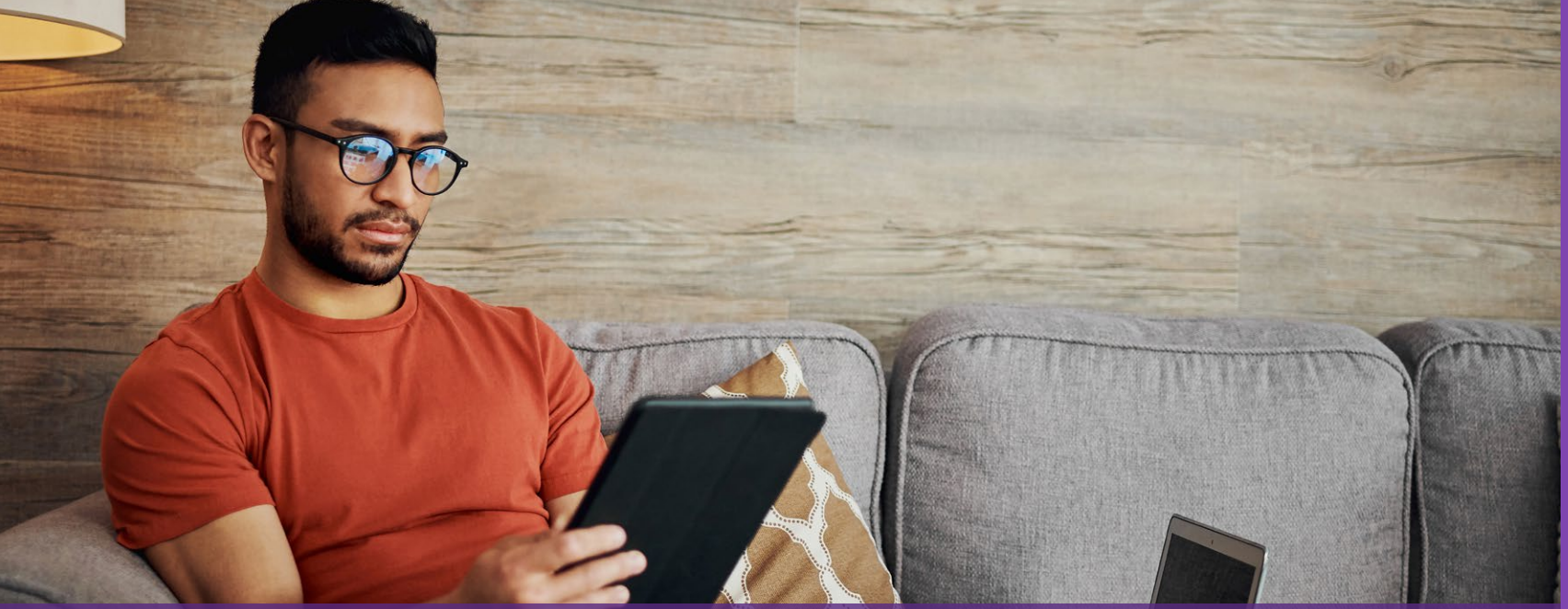
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- Employee Stock Purchase Plan (ESPP)
- Voluntary Long-Term Care Insurance
- Life and Accidental Death & Dismemberment (AD&D) Insurance
- Supplemental Health Insurance

Work-Life Support
- Time Away
- Disability Insurance
- Synopsys for Good

Additional Benefits & Perks
- Commuter Benefits
- Educational Assistance
- Travel Support
- Legal Services
- Employee Discounts
- Auto, Home & Pet Insurance

Contacts

Legal Notices



LEGAL NOTICES

To access legal documents pertaining to your Synopsys benefits, visit the **Plan Documents and Forms** page of the **Synopsys U.S. Benefits Center**.

This guide provides an overview of the benefits available to eligible Synopsys U.S. employees and their dependents. It is not a governing document, and your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this guide and the official plan documents, the plan documents will prevail. For more information, visit the **Plan Documents and Forms** page of our **U.S. Benefits Center**.

Synopsys reserves the right to change, amend or terminate any or all of the benefits shown in this guide, at any time, for any reason. Benefits are not a guarantee of employment.

For more details about each program and plan, visit our **U.S. Benefits Center**.

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Eligibility & Enrollment

Health & Wellness
- Medical & Prescription Drug Coverage
- Dental Coverage
- Vision Coverage
- Savings & Spending Accounts at a Glance
- Health Savings Account (HSA)
- Flexible Spending Accounts (FSAs)
- 2027 Monthly Costs for Coverage
- Health & Wellness Support
- Healthy Behaviors

Wellbeing & Family Support
- Employee Assistance Program
- Family Support

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