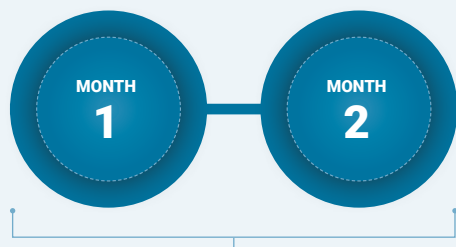




If You Have a Baby

Typical Leave

Pregnancy Disability Leave



75% Full Salary (tax-free)

Typical leave is 6 to 8 weeks

Pregnancy Disability Leave varies from person to person, based on your situation. Your doctor will work with you to determine how much time you need and when your leave should begin.

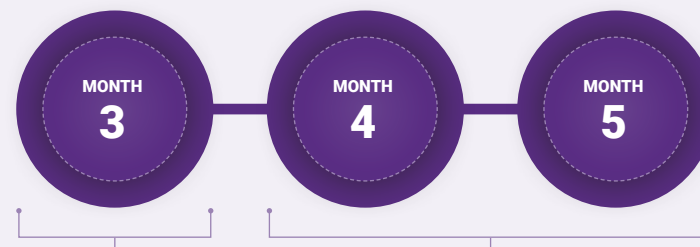
✓ Continuing Benefits

- Medical
- Life Insurance
- Accidental Death and Dismemberment
- Long-Term Disability
- Employee Stock Purchase Plan stock vesting

⊖ Suspended Benefits

- Flexible Spending Account
- Health Savings Account
- 401(k)

Family Care Leave



100% Full Salary (through VDI and Synopsys Top Up) First 4 weeks

85% Salary (Up to \$3,000) per week Next 4 weeks, remaining 4 weeks unpaid

✓ Benefits

All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.

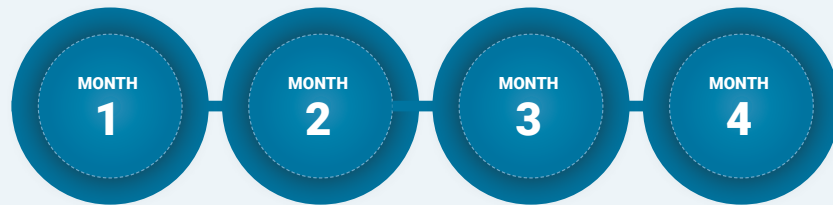
Note: Synopsys Paid Family Leave begins on Day 1 of your family care leave and ends after 8 weeks. Any leave taken after the 8th week will be unpaid.



If You Have a Baby

Maximum Time on Pregnancy Disability Leave

Pregnancy Disability Leave



75% Full Salary (tax-free)
Up to 4 months

Pregnancy Disability Leave varies from person to person, based on your situation. Your doctor will work with you to determine how much time you need and when your leave should begin.

✓ Continuing Benefits

- Medical
- Life Insurance
- Accidental Death and Dismemberment
- Long-Term Disability
- Employee Stock Purchase Plan stock vesting

⊖ Suspended Benefits

- Flexible Spending Account
- Health Savings Account
- 401(k)

Family Care Leave



100% Full Salary (through VDI and Synopsys Top Up) First 4 weeks
85% Salary Next 4 weeks, remaining 4 weeks unpaid

✓ Benefits

All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.

Note: Synopsys Paid Family Leave begins on Day 1 of your family care leave and ends after 8 weeks. Any leave taken after the 8th week will be unpaid.