

A man and a woman are sitting at a table in a bright, modern setting, possibly a cafe or office. They are both smiling and looking at a document held by the man. A laptop is open on the table in front of them, and there are two coffee cups. The background shows large windows with a view of greenery.

SYNOPSIS®

2025

U.S. Benefits Guide

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WELCOME TO YOUR SYNOPSYS U.S. BENEFITS

Synopsys is at the cutting-edge of our industry 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.



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ELIGIBILITY & ENROLLMENT

Who's Eligible

Eligible Employees

You are eligible to participate in the U.S. Synopsis 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 Synopsis benefits:

- Your legal spouse or qualified domestic partner¹ 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

You are required to provide documentation that verifies benefits eligibility for all covered dependents within 31 calendar days of enrollment. To learn more about dependent verification requirements, visit the [Eligibility](#) page of our [U.S. Benefits Center](#).



Interns

Synopsis interns are also 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 Synopsis medical plan prior to turning age 26.

When and How 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 | January 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 **Synopsis 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 Synopsis benefits, visit the **Enrolling and Making Changes** page of our **U.S. Benefits Center**.

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, Synopsis 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

Whether you prefer lower paycheck contributions or low copays when you receive care, like to have your doctors and specialists under the same roof, or want the freedom to choose your favorite doctors and facilities, we've got the medical plans to meet your needs. All of our medical plan options give you access to a valuable network of health care providers and comprehensive prescription drug coverage.

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 UnitedHealthcare:**

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

In addition, for employees in California and Oregon, we also offer 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.

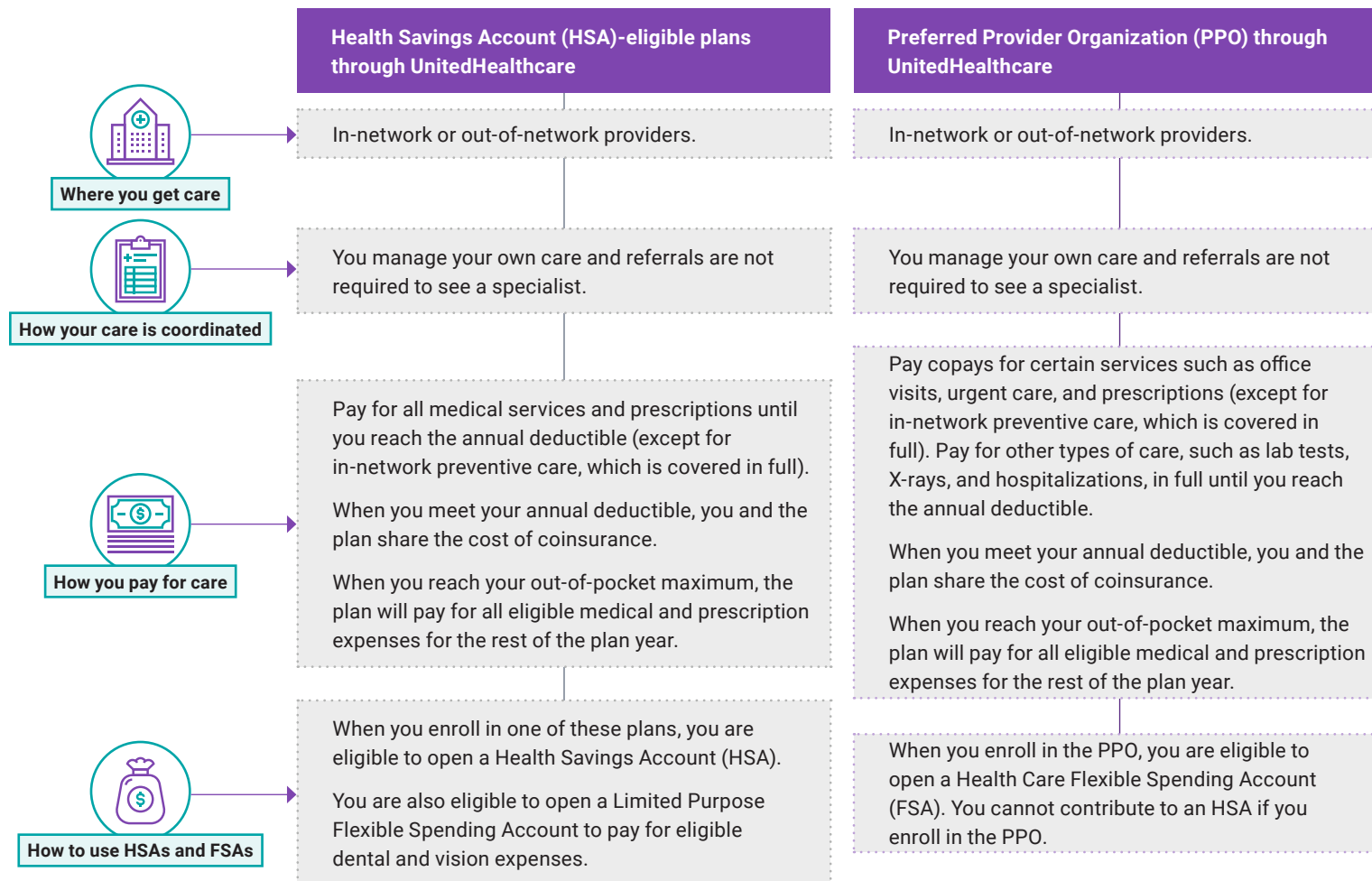
For More Information...

Visit the **Medical & Rx Coverage** pages of our **U.S. Benefits Center.**

Prescription Drug Coverage

All Synopsis medical plans include prescription drug coverage, but differ on which medications are covered and how much you pay. If you're a UHC plan member, you 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. Rx Savings Solutions is linked to your UHC health plan, so everything is personalized according to your medications and insurance.

Medical Plan Features



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 2025.

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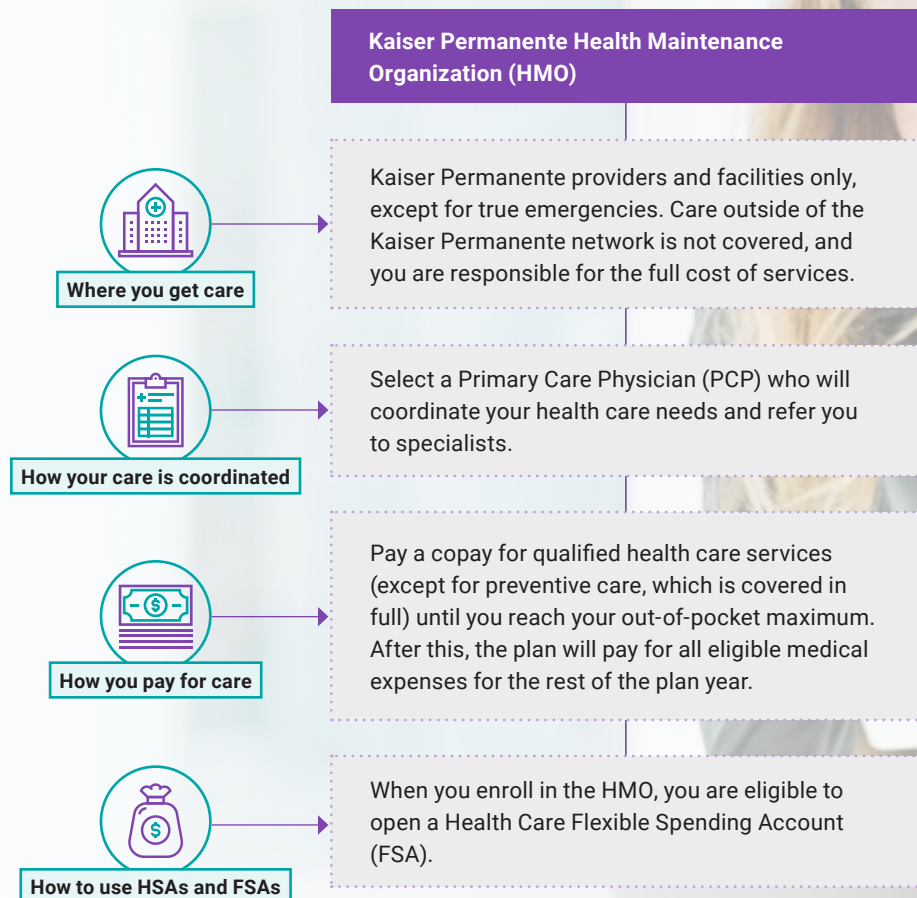
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Which Health Plan is Right for You: Health Savings (HS) or PPO?

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 UnitedHealthcare (UHC).

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.

| | 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 | If you don't anticipate needing frequent care and are focused on building your health care budget | If you're comfortable paying higher premiums in order to have lower deductibles and coinsurance when you need care, as well as simple copays for some services |

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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Medical Plan Comparison Chart

| | Synopsis Health Savings (HS) Basic (Includes Choice Plus, CA Select, and Harvard Pilgrim Network) | | Synopsis Health Savings (HS) Premium (Includes Choice Plus, CA Select, and Harvard Pilgrim Network) | | Synopsis Preferred Provider Organization (PPO) (Includes Choice Plus and Harvard Pilgrim Network) | | Synopsys Kaiser Permanente Health Maintenance Organization (HMO) – California and Oregon |
|--|--|---|--|---|--|---|---|
| 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 Contribution¹ | None | | Employee Only: Up to \$1,000 Family: Up to \$2,000 | | None (Not HSA-eligible) | | None (Not HSA-eligible) |
| Calendar-Year Deductible² | 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 | Employee only: \$500 Family: \$1,000 | Employee only: \$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 | Employee only: \$3,000 Family: \$6,000 | Employee only: \$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 (waived if admitted, for OR only) |

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Medical Comparison Chart (continued)

| | Synopsis Health Savings (HS) Basic (Includes Choice Plus, CA Select, and Harvard Pilgrim Network) | | Synopsis Health Savings (HS) Premium (Includes Choice Plus, CA Select, and Harvard Pilgrim Network) | | Synopsis Preferred Provider Organization (PPO) (Includes Choice Plus and Harvard Pilgrim Network) | | Synopsys Kaiser Permanente Health Maintenance Organization (HMO) – California and Oregon |
|--|--|--------------------------------|--|--------------------------------|--|--------------------------------|---|
| 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 | Plan pays 85% after deductible | 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 | Plan pays 85% after deductible | 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 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 UHC Specialty Drug Program for retail prescriptions up to 31 days.

⁴ Deductible waived for preventive care drugs.

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Dental Coverage

Synopsis dental coverage is available through the Delta Dental Preferred Option (PPO) Plan. Our Plan allows you to see any licensed dentist, but the Plan pays higher benefits when you use a Delta Dental PPO dentist.

| | Delta Dental PPO Dentists ¹ | Delta Dental Premier Dentists ¹ | Non-Delta Dental PPO Dentists ¹ |
|--|--|--|--|
| Calendar Year Deductible | None | \$50 per person/\$100 per family | \$50 per person/\$100 per family |
| Calendar Year Benefit Maximum | \$2,500 per person | \$2,500 per person | \$2,500 per person |
| Diagnostic and Preventive Services: Exams, cleanings, X-rays, sealants | Plan pays 100% | Plan pays 100%, deductible waived | Plan pays 100%, deductible waived |
| Basic Services: Fillings, simple tooth extractions, Endodontics | Plan pays 90% | Plan pays 80% after deductible | Plan pays 80% after deductible |
| Major Services: Crowns, inlays, onlays and cast restorations, bridges and dentures, implants | Plan pays 60% | Plan pays 50% after deductible | Plan pays 50% after deductible |
| Orthodontic Benefits Adults and dependent children | Plan pays 50% | Plan pays 50%, deductible waived | Plan pays 50%, deductible waived |
| Orthodontic Maximum | \$2,500 Lifetime | \$2,500 Lifetime | \$2,500 Lifetime |

¹ Reimbursement is based on PPO contracted fees for PPO dentists, Premier contracted fees for Premier dentists, and program allowance for non-Delta Dental dentists.

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.

For More Information...

Visit the [Vision](#) page of our [U.S. Benefits Center](#).

| | 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: <ul style="list-style-type: none"> • 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 |

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Savings & Spending Accounts at a Glance

Synopsis 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 UHC PPO Plan, Kaiser HMO Plan, and those who opt out of medical | All |
| Use for... | All medical, dental, and vision care expenses | Only dental and vision expenses | All medical, dental, and vision care expenses | Dependent care expenses (such as day care and elder care) |
| Who contributes... | You and Synopsis Synopsis contributes if you are enrolled in the Synopsis 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 Synopsis? | 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)

Synopsis 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 Synopsis' 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.
- **Synopsis boosts your HSA.** Synopsis contributes to your HSA when you enroll in the Synopsis 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 Synopsis.

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.

Synopsis will also contribute to your HSA if you enroll in the Synopsis HS Premium Plan.

| COVERAGE LEVEL | SYNOPSIS HS BASIC PLAN | SYNOPSIS HS PREMIUM PLAN |
|---------------------------------|--|--|
| Employee only | Your 2025 maximum contribution limit: \$4,300 per year | Your 2025 maximum contribution limit: \$3,300 per year |
| | Synopsis contribution: None | Synopsis contribution: Up to \$1,000 |
| Employee + 1 or more dependents | Your 2025 maximum contribution limit: \$8,550 per year | Your 2025 maximum contribution limit: \$6,550 per year |
| | Synopsis contribution: None | Synopsis contribution: Up to \$2,000 |

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)

Eligibility & Enrollment

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- Dental Coverage
- Vision Coverage
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Flexible Spending Accounts

Synopsis offers you two different types of Flexible Spending Accounts (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 Flexible Spending Account (FSA)

With a Health Care FSA, you can set aside from \$100 to \$3,300 before taxes each year 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 Synopsis PPO medical plan, Kaiser Permanente HMO medical plan, waive medical coverage, or waive contributions to the HSA.
- **Limited Purpose FSA** – Dental and vision expenses only – available if you are enrolled in a Synopsis Health Savings (HS) medical plan and elect to contribute to the HSA.

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 Synopsis 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 2025

| | |
|---|-------------------|
| Grace period Funds remaining in your account at the end of the year will be usable until... | February 28, 2026 |
| You may submit claims until... | March 31, 2026 |

For More Information...

Visit the [Flexible Spending Accounts](#) page of our [U.S. Benefits Center](#).

Eligibility & Enrollment

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Dependent Day Care Flexible Spending Account (FSA)

With a Dependent Day Care FSA, you can set aside from \$100 to \$5,000 before taxes each year to reimburse yourself for eligible child or elder day care expenses that allow you and/or your spouse or domestic partner to work.

You can contribute up to \$5,000 per year to the Dependent Care FSA if you are married and filing a joint tax return, or \$2,500 per year if you are married and filing separately.

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 2025

| | |
|---|-------------------|
| Grace period Funds remaining in your account at the end of the year will be usable until... | February 28, 2026 |
| You may submit claims until... | March 31, 2026 |

For More Information...

Visit the [Flexible Spending Accounts](#) page of our [U.S. Benefits Center](#).

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2025 Costs for Coverage

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

| | COST PER PAY PERIOD | | | |
|---|------------------------|--------------------------|--------------|-----------------------------|
| | SYNOPSIS HS BASIC PLAN | SYNOPSIS HS PREMIUM PLAN | SYNOPSIS PPO | KAISER PERMANENTE (CA & OR) |
| You only | \$19.08 | \$51.36 | \$57.14 | \$56.80 |
| You & spouse or domestic partner | \$53.37 | \$132.82 | \$140.10 | \$134.10 |
| You & children | \$33.39 | \$106.23 | \$112.05 | \$103.05 |
| You, spouse, or domestic partner, & up to 2 children | \$103.07 | \$222.74 | \$234.94 | \$204.19 |
| You, spouse, or domestic partner, & 3 or more children | \$123.69 | \$267.29 | \$281.93 | \$245.03 |

| DENTAL: COVERAGE LEVEL | COST PER PAY PERIOD |
|--|---------------------|
| | DELTA DENTAL PPO |
| You only | \$5.29 |
| You & spouse/domestic partner | \$9.53 |
| You & children | \$10.27 |
| You, spouse/domestic partner & up to 2 children | \$16.94 |
| You, spouse/domestic partner & 3 or more children | \$20.33 |

| VISION: COVERAGE LEVEL | COST PER PAY PERIOD | |
|--|---------------------|-------------------------|
| | VSP SIGNATURE PLAN | VSP SIGNATURE PLUS PLAN |
| You only | \$3.46 | \$8.08 |
| You & spouse/domestic partner | \$4.62 | \$11.54 |
| You & children | \$3.69 | \$10.62 |
| You, spouse/domestic partner & up to 2 children | \$6.93 | \$18.47 |
| You, spouse/domestic partner & 3 or more children | \$8.31 | \$19.85 |

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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.

Virtual Visits

You and your family members can connect with a doctor through a confidential phone or video consultation from home, 24/7/365, with services available through:

- **Doctor On Demand** for UHC medical plan members only
- **Amwell** for UHC medical plan members only
- **HealthJoy** for all Synopsys employees and dependents
- **Kaiser Permanente medical plan** members can visit kp.org/getcare or log in to the Kaiser Permanente app to make a phone or video visit appointment.

Learn more by visiting the [Health and Wellness](#) page of our [U.S. Benefits Center](#).

Second Opinion Service

Teladoc Health is a virtual second opinion service that can help you and your dependents find a primary care provider or get a second opinion after you've seen your primary doctor or specialist.

Learn more by visiting the [Health and Wellness](#) page of our [U.S. Benefits Center](#).

Health Care Assistance

You can find health care providers, research and resolve insurance claims and billing issues, and connect with alternative health care resources through **HealthJoy**.

Learn more by visiting the [Health and Wellness](#) page of our [U.S. Benefits Center](#).

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Cancer Support

Navvisa provides confidential cancer-care navigation services.

Learn more by visiting the [Health and Wellness](#) page of [U.S. Benefits Center](#).

Weight Management

Depending on your medical plan, you have access to resources designed to help motivate and support you in the areas of diet and exercise:

- **Wondr** is available to all Synopsys employees and dependents.
- **ClassPass** is available to all Synopsys employees enrolled in the Kaiser Permanente HMO medical plan.

Learn more by visiting the [Health and Wellness](#) page of our [U.S. Benefits Center](#).



Fitness Discounts!

Did you know that 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](#) page of our [U.S. Benefits Center](#).

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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.

Wellbeing Rewards

With our Designed for Wellbeing program, Synopsys is committed to a whole-person approach to care – to help you find your sense of purpose, achieve success, inspire others, and grow, both at work and at home. Synopsys provides a program designed to help you participate in challenges to support your overall total wellbeing. We want you to take care of YOU.

For More Information...

Visit the [Wellbeing Rewards](#) page of our [U.S. Benefits Center](#).

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
- Childcare/eldercare referrals
- Legal support
- Community resources

All eligible Synopsys employees, spouses/domestic partners, and dependents have access to 15 coaching or therapy sessions, per person per year, at no cost.

For More Information...

Visit the [Emotional Wellbeing](#) page of our [U.S. Benefits Center](#).

Stress Management

meQuilibrium (“meQ”) is a stress management app designed to help you discover simple techniques to build your resilience and shift your response to stressful thoughts and situations. After completing a meQ assessment, you will receive a personalized report outlining your individual causes and symptoms of stress and receive an action plan to help you manage the emotional, physical, and lifestyle imbalances that keep you from feeling your best.

For More Information...

Visit the [Emotional Wellbeing](#) page of our [U.S. Benefits Center](#).

Family Support

Synopsis 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 Synopsis medical plans include coverage for fertility services:

| | UnitedHealthcare (UHC) | Kaiser Permanente |
|---|---|--|
| Network of Providers | UHC Fertility Centers of Excellence (COE) | Kaiser Permanente providers |
| Diagnosis of Infertility | Not Required | Required |
| Lifetime Maximum | \$20,000 lifetime maximum (medical) \$10,000 lifetime maximum (prescription) | 1 ART ¹ cycle (medical & prescription) lifetime maximum |
| Infertility Diagnosis, Studies & Test | ✓ | ✓ |
| Egg & Sperm Donors | ✓ | Not covered |
| Cryopreservation (sperm, egg & embryo) | Elective cryopreservation – up to 12 months | Medically necessary – up to 6 months in conjunction with ART cycle |
| Stimulated Intrauterine Insemination (IUI) | ✓ | ✓ |
| In Vitro Fertilization (IVF) | ✓ | ✓ |

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

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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 adoption for documented out-of-pocket, adoption-related expenses.

For More Information...

Visit the [Family Support](#) page of our [U.S. Benefits Center](#).

Elder Care Concierge Services

With **Ways & Wane**, you can build personalized digital action plans or connect with a personal care advisor to get elder care support in finding in-home care or specialized housing, paying for long-term care, preparing legal documents, learning about senior safety, and choosing activities appropriate for an older adult's changing capabilities.

For More Information...

Visit the [Family Support](#) page of our [U.S. Benefits Center](#).

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.

Back-Up Day Care and Additional Family Support

Bright Horizons is available to all employees working 20 hours or more a week, and offers two options:

- **Bright Horizons Back-Up Care™** provides full-service, subsidized temporary 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. You are eligible for up to 15 backup care days per calendar year for each person needing care.
- **Bright Horizons Additional Family Supports™** offers personalized help in finding more regular and long-term child and elder care needs, including evenings and weekends. You even have discounted access to pet sitters and dog walkers, as well as high-quality tutoring and test prep services for school-aged children.

For More Information...

Visit the [Wellbeing and Family](#) 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, Synopsis 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)

For every pretax dollar you contribute to your 401(k) savings account, Synopsys will contribute \$0.40, up to a maximum of \$3,000 per year! For the full \$3,000 match, you must contribute \$7,500 on a pretax or Roth 401(k) basis.

How to Enroll

You can enroll in the 401(k) Plan, administered by Fidelity, as early as the Friday after your hire date. However, Thursday hires will have to wait until the following Friday.

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](#).

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) after-tax:

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

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. Offered through Chubb Long-Term Care Insurance, LTC Insurance offers the following features and benefits:

- **Guaranteed coverage.** You can't be refused coverage as an employee, and, if you enroll, your spouse/partner can enroll, too, with the appropriate evidence of insurability.
- **Portability.** Your LTC insurance 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 [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 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 biweekly premium 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 with Benefit Assist

If you're enrolled in both a UHC 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 to review the easy steps to file a manual claim.

For More Information...

Visit the **Supplemental Health Insurance** page for more information.

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 | |
|---|--------------------|--------------------|
| | 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 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 | |
|--|--|---|
| | Low Critical Illness Plan | High Critical Illness Plan ² |
| Employee | \$15,000 | \$30,000 |
| Spouse/domestic partner¹ | \$15,000 | \$30,000 |
| Child(ren)¹ | \$7,500 | \$15,000 |
| Covered Benefits <i>Cancer (invasive), benign brain tumor, chronic renal failure, coma, heart attack, heart failure, major organ failure, permanent paralysis, ruptured aneurysm, stroke, and more</i> | 100% of maximum benefit amount payable per covered person or dependent | |
| Partial Benefit <i>Cancer (non-invasive), coronary artery disease</i> | 25% of maximum benefit amount payable per covered person or dependent | |
| Partial Benefit <i>Cancer (non-invasive), coronary artery disease</i> | \$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 for more information.

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Hospital Indemnity Insurance

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

| Who Pays for Coverage? | 100% Employee Paid | |
|---|-----------------------------|------------------------------|
| | 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 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](https://www.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](https://www.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

Synopsis 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 Synopsis 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 Synopsis 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

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

For More Information...

Visit the [Holidays](#) page of our [U.S. Benefits Center](#).

Time Off

For U.S. employees only, there are two main 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

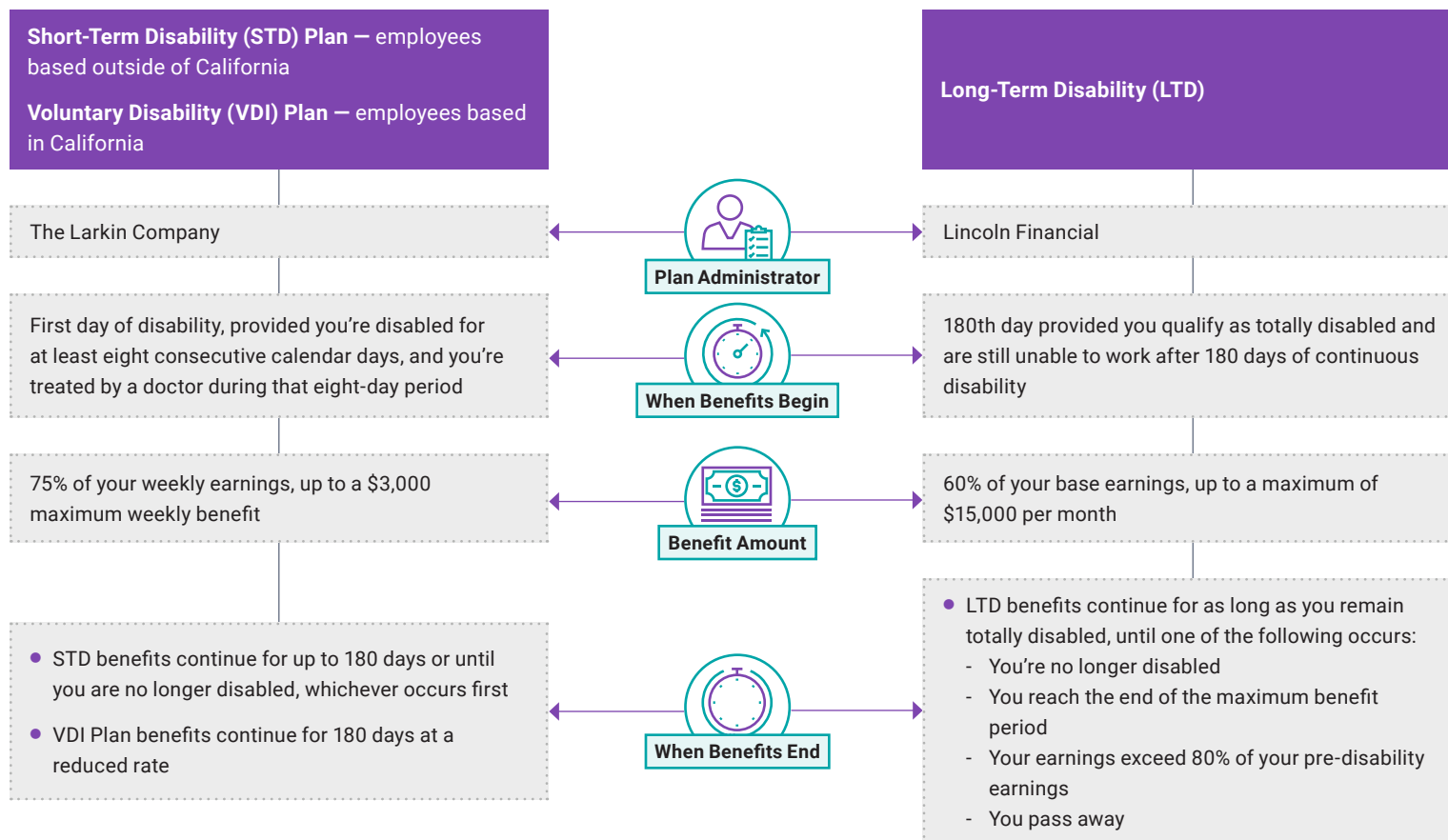
Synopsis offers a variety of leave of absence options to give you the time you need away from work to care for a newborn or ill family member, deal with personal business, attend to family needs, and more. The Synopsis Leaves of Absence program is administered by The Larkin Company.

For More Information...

Visit the [Leaves of Absence](#) page of our [U.S. Benefits Center](#).

Disability Insurance

Synopsisys has you covered, 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 Synopsisys 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.



For More Information...

Visit the [Financial](#) 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 & DISCOUNTS

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

Commuter Spending Account (CSA) 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.

You can deduct up to \$315 from your paycheck per month for transit and up to \$315 per month for parking for 2025. That kind of tax savings adds up!

Scoop

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

Note: Per IRS regulation, the amount Synopsis 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](#).



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 Loan and Tuition Reimbursement program, the maximum for the two programs is \$5,250 per year, and the student loan is processed first.

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.

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 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 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
- **DashPass** — free or reduced Doordash food delivery service fees
- **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

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 GroupSelectSM. 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 & Pet Insurance](#) page of our [U.S. Benefits Center](#).

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

| | | | | |
|-------------------|---|---|---|---|
| Enrollment | Synopsis Enrollment and Resource Center | (833) 280-4598 http://benefitsolver.com Company Key: Synopsis | | |
| | Synopsis 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 | Crossover Health | (650) 772-6131 https://care.crossoverhealth.com |  |  |
| | Delta Dental | Preferred Option (PPO) Plan Plan/Group Number: 5479 (800) 765-6003 https://deltadentalins.com |  |  |
| | HealthEquity | (877) 472-8632 http://thehealthequity.com/wageworks |  |  |
| | HealthJoy | 24/7 general benefit question support, free telemedicine, Benefits wallet and RX savings (877) 500-3212 https://www.healthjoy.com/members |  |  |

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| | | | |
|-------------------|-----------------------------|---|---|
| Health & Wellness | Kaiser Permanente HMO | <p>California Plan/Group Number: Northern CA: 33572 Southern CA: 230924 (800) 464-4000 https://choose.kaiserpermanente.org/synopsis</p> <p>Oregon Plan/Group Number: 08533-0001 (503) 813-2000 https://choose.kaiserpermanente.org/synopsis</p> |   |
| | Rx Savings Solutions (RxSS) | <p>Available to UHC Members https://myrxss.com (800) 268-4476</p> | |
| | Teladoc Health | <p>Medical questions, expert second opinion support on medical decisions and assistance finding a doctor (800) 835-2362 https://teladoc.com/medical-experts</p> |   |
| | UnitedHealthcare | <p>PPO & HS medical plan benefits Plan/Group Number: 701403 (866) 351-6804</p> <p>Voluntary benefits Plan/Group Number: 390245 (800) 444-5854 https://www.whyuhc.com/snps</p> |   |
| | Vision Service Plan (VSP) | <p>Vision coverage Plan/Group Number: 12001671 (800) 877-7195 https://vsp.com</p> |   |
| | Wondr | <p>https://enroll.wondrhealth.com/start?s=Synopsis</p> |   |

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- 2025 Costs for Coverage
- Health & Wellness Support

Wellbeing & Family Support

- Wellbeing Rewards
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- Stress Management
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Financial & Income Protection

- Synopsis 401(k) Plan
- Employee Stock Purchase Plan
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Work – Life Support

- Time Away
- Disability Insurance
- Synopsis for Good















Additional Benefits & Discounts

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

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|-------------------------------|----------------------------------|---|---|
| Wellbeing & Family Support | Bright Horizons | (877) 242-2737 https://my.brighthouse.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 | |
| | Limeade (Designed for Wellbeing) | https://synopsyswellbeing.limeade.com |   |
| | Lyra | (844) 856-2213 Email: care@lyrahealth.com https://synopsys.lyrahealth.com The site must be accessed via Chrome) |   |
| | meQuilibrium | Stress management app https://go.mymeq.com/Synopsys |   |
| | Navvisa | (844) 628-8472 https://navvisa.com/register/ | |
| | RethinkCare | (800) 714-9285 https://connect.rethinkcare.com/sponsor/synopsys Use signup code "SYNOPSIS" |   |
| | Ways & Wane | Personalized Elder Care https://member.waysandwane.com/login | |
| 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 |   |

Eligibility & Enrollment

Health & Wellness

- Medical & Prescription Drug Coverage
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|---------------------------------|--|--|---|
| Financial & Income Protection | Chubb | <p>Long-Term Care Insurance (888) 417-7750 https://www.getltci.com/synopsis</p> | |
| | Lincoln Financial | <p>Long-Term Disability claims (800) 713-7384 https://mylincolnportal.com/customer/public/login Customer Code: SynopsysIN</p> |   |
| Work – Life Support | The Larkin Company | <p>Leaves of Absence and Short-Term Disability claims (866) 330-1975</p> |  |
| | Farmers GroupSelect for Outside of CA Farmers Smart Auto & Home for CA only | <p>Group auto and home insurance (800) 438-6381</p> <p>California residents only (833) 956-3221 https://myautohome.farmers.com/index.html#/home</p> |   |
| Additional Benefits & Discounts | International SOS Portal | <p>Global Assistance Program https://internationalsos.com/MasterPortal</p> | |
| | MetLife | <p>Pet insurance Plan/Group Number: Synopsys (800) 438-6388 https://metlife.com/mybenefits</p> <p>Group legal insurance Plan/Group Number: 6090022 or GETLAW (800) 821-6400 https://legalplans.com</p> |   |
| | Rocket Lawyer | <p>(877) 881-0947 Email: benefitssupport@rocketlawyer.com http://go.rocketlawyer.com/synopsis</p> |   |
| | Scoop | <p>https://benefits.synopsis.com/work-life-support/commuter-benefits</p> |   |
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|------------|---|---|
| SoFi | (855) 456-7634 Email: ask@sofi.com https://sofi.com/synopsis |   |
| TravelSAFE | Travel Support https://synopsis.sharepoint.com/sites/Safety_Security <i>Web page viewable only when accessed via the Synopsis network</i> | |

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Work – Life Support

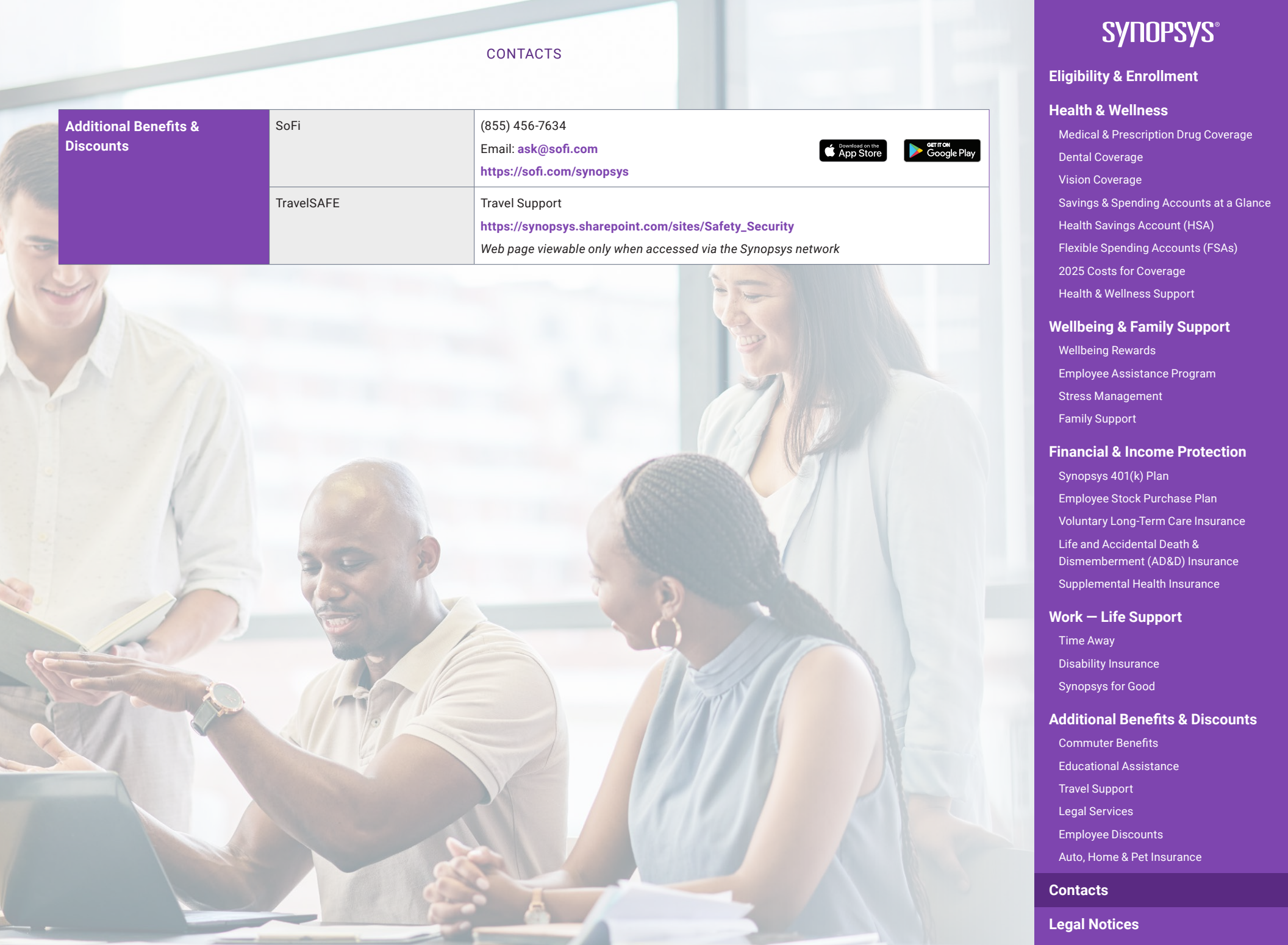
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LEGAL NOTICES

To access legal documents pertaining to your Synopsys benefits, visit the [Plan Documents and Legal Notices](#) 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 & Legal Notices](#) 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, [as necessary/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](#).