

Summary of Material Modifications

Synopsys 401(k) Plan (As Amended and Restated Effective January 1, 2022)

November 2023

This Summary of Material Modifications (“Summary”) changes some of the information in the Summary Plan Description (“SPD”) for the Synopsys 401(k) Plan (As Amended and Restated Effective January 1, 2022) (the “Plan”). The changes are a result of federal law changes impacting the Plan’s administration. Please read this Summary and keep it with your SPD since it adds to or revises one or more sections in that booklet. If you have any questions, contact Fidelity, either by calling 1-800-835-5095 or logging on to Fidelity’s NetBenefits® website at www.401k.com.

Changes to Eligibility Requirements for Long-Term Part-Time and Temporary Employees

The Plan currently provides that if you are a part-time employee or a temporary employee, you become eligible to participate in the Plan for purposes of elective deferrals if you are credited with at least 500 hours of service for three (3) consecutive twelve (12)-month periods (the “500 Hour Rule”) or if you are credited with 1000 hours of service in a twelve (12)-month period. This 500 Hour Rule is effective January 1, 2024.

Effective January 1, 2025, the 500 Hour Rule is being changed to only require two (2) consecutive twelve (12)-month periods. This means that under the new 500 Hour Rule, if you earn 500 hours of service in each of 2023 and 2024, you will be eligible to participate in the Plan for purposes of elective deferrals on January 1, 2025. You still must work 1000 hours in a twelve (12)-month period to be eligible for employer matching contributions.

For more information on Plan eligibility, please refer to the SPD or contact Fidelity.

Changes to Qualified Birth and Adoption Distributions

The Plan permits special in-service distributions in an amount up to \$5,000 to cover qualified birth or adoption expenses. You can repay all or part of such distributions if you are eligible to make rollover contributions to the Plan (or you can repay to any other employer-sponsored retirement plan or individual retirement account that accepts rollover contributions). Previously, there was no deadline for the repayment.

Effective December 29, 2022, you are now required to repay such distributions within three (3) years from the date of the distributions. For qualified birth or adoption distributions made before December 29, 2022, the repayment period ends on December 31, 2025.

You will be required to report the distributions and any repayments to the Internal Revenue Service. You should discuss any tax issues with your personal tax advisor.

Required Minimum Distribution Age Increase to Age 73 and Age 75

A required minimum distribution (“RMD”) is a payment from your Plan account that must be made because you have reached a certain age and terminated employment. Prior to January 1,

2023, you were required to begin receiving RMDs from the Plan on the April 1st of the calendar year following the later of (1) the calendar year you obtain age 72 (“RMD Age”) or (2) the calendar year you terminate employment.

The RMD Age has now increased as follows:

- Effective January 1, 2023, if you had not obtained age 72 as of December 31, 2022, your RMD Age is age 73.
- Effective January 1, 2033, if you had not obtained age 73 as of December 31, 2032, your RMD Age is age 75.

For more information on RMDs, please refer to the SPD or contact Fidelity.

Additional Information

For more information regarding this Summary, please contact Fidelity, either by calling 1-800-835-5097 or by logging on to Fidelity’s NetBenefits® website at www.401k.com.