SYNOPSYS 401(k) PLAN

SUMMARY PLAN DESCRIPTION

Dated: June 1, 2022

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SUMMARY PLAN DESCRIPTION

FOR THE

SYNOPSYS 401(k) PLAN

INTRODUCTION.

The Synopsys 401(k) Plan (the "**Synopsys Plan**") is a retirement plan sponsored by Synopsys, Inc. ("**Synopsys**") and is designed to permit eligible employees of Synopsys, Synopsys International Services, Inc., and certain other Synopsys subsidiaries (collectively referred to as the "**Employer**"), to set aside funds for retirement. If you would like a list of employers included in the term the Employer, or if you would like to know whether employees of your employer are eligible to participate in the Synopsys Plan, you may contact the Synopsys Plan Administrator (See Question 36).

The Synopsys Plan was originally effective as of January 1, 1990, was most recently restated in its entirety effective as of January 1, 2012, and has been subsequently amended. The purpose of this document is to summarize the major features of the Synopsys Plan, as of June 1, 2022.

This is a non-technical summary of the important features of the Synopsys Plan. This summary will be revised from time to time, so please make sure that you have the most recent summary.

This summary is not meant to interpret, extend or change the provisions of the Synopsys Plan in any way. The provisions of the Synopsys Plan may only be accurately interpreted by reading the Synopsys Plan documents. The Synopsys Plan documents take precedence if there should be any conflict between the actual Synopsys Plan documents and this summary. The actual Synopsys Plan documents will be used by the Administrator in interpreting the provisions of the Synopsys Plan, including, without limitation, determining all claims.

The laws relating to retirement plans change frequently. In any case in which a provision of the Synopsys Plan is inconsistent with any new law, regulation or ruling, the Synopsys Plan may be administered in accordance with the new law, regulation or ruling, regardless of the terms of the Synopsys Plan or this summary.

Neither the Synopsys Plan nor this summary shall give you any right with respect to continuation of your employment by the Employer, nor shall they interfere in any way with your right, or the Employer's right, to terminate your employment at any time and for any reason, which right is hereby expressly reserved, with or without cause and with or without notice.

1. AM I ELIGIBLE TO PARTICIPATE IN THE SYNOPSYS PLAN?

In general, you are eligible to participate in the Synopsys Plan as of the next regular business day of the Employer that is coincident with or next following the later of your completion of one (1) hour of service or the date when you reach age eighteen (18). However, you will <u>not</u> be eligible to participate in the Synopsys Plan if:

- you are classified as a part-time employee by the Employer (generally, an employee who is regularly scheduled to work less than twenty (20) hours per week), unless (1) you are credited with at least one thousand (1,000) hours of service for the twelve (12)-consecutive month period beginning with your first hour of service, or for any "**Plan Year**" (January 1 through December 31) beginning after your first hour of service; or (2) for purposes of making Elective Deferrals but not for purposes of receiving allocations of the Matching Contribution, you are credited with three (3) consecutive twelve (12)-month periods (beginning January 1, 2021) during each of which you have been credited with at least five hundred (500) hours of service.

- you are classified as a temporary employee by the Employer (that is, an employee whose services are intended to be of limited duration, generally, three (3) months or less), unless (1) you are a temporary employee who has been credited with at least one thousand (1,000) hours of service for the twelve (12)-consecutive month period beginning with your first hour of service, or for any Plan Year beginning after your first hour of service; or (2) for purposes of making Elective Deferrals but not for purposes of receiving allocations of the Matching Contribution, you are credited with three (3) consecutive twelve (12)-month periods (beginning January 1, 2021) during each of which you have been credited with at least five hundred (500) hours of service.

- you are a leased employee (as defined by Internal Revenue Code ("**Code**") Section 414(n));

- you are a non-resident alien with no U.S.-source income;

- you are covered by a collective bargaining agreement between a union and the Employer (unless that agreement specifically provides for participation in the Synopsys Plan);

- you are classified by the Employer as an intern, consultant, independent contractor, or agency worker;

- you are a reclassified employee (that is, you were formerly not classified by the Employer as an employee, but were reclassified as an employee by an official governmental agency or a court);

- you are a party to an agreement that provides that you are ineligible to participate in the Synopsys Plan (regardless of whether such agreement is upheld in a court of law); or

- you are not on the U.S. payroll of the Employer.

2. HOW DO I ENROLL IN THE SYNOPSYS PLAN?

If you are eligible to participate in the Synopsys Plan (see Question 1) and you want to elect the portion of your eligible compensation contributed to the Synopsys Plan as Elective Deferrals (see Question 7), then you need to enroll in the Synopsys Plan. You may enroll as soon as administratively feasible following the receipt of your first Synopsys paycheck or at any time thereafter. To enroll in the Synopsys Plan call the **Fidelity Retirement Benefits Line at (800) 835-5095**, or log onto **Fidelity's NetBenefits Website at www.401k.com**. Your Elective

Deferrals will begin as soon as administratively practicable following your enrollment in the Synopsys Plan.

If you do not enroll or decline to participate in the Plan by the end of the sixty (60) day period beginning on your date of hire, you will be automatically enrolled in the Plan (as described in more detail below).

3. WHAT MAY I CONTRIBUTE TO THE SYNOPSYS PLAN AS ELECTIVE DEFERRALS?

As an eligible participant in the Synopsys Plan, you may elect to defer a portion of your eligible compensation (as defined in Question 7) each pay period instead of receiving that cash amount in your paycheck. Your election must designate which of the following types of Elective Deferrals you wish to make:

Pre-Tax 401(k) Deferrals. "**Pre-tax 401(k) Deferrals**" are salary deferral contributions that are not taxable when contributed to the Synopsys Plan, but are taxed as ordinary income, along with earnings, when distributed.

Roth 401(k) Deferrals. "**Roth 401(k) Deferrals**" are salary deferral contributions made on an after-tax basis and designated as "**Roth**" contributions (that is, these contributions are taxable to you when contributed to the Synopsys Plan). If certain requirements are met, Roth 401(k) Deferrals and the earnings on them can be distributed *tax free*. See Question 21 for a summary of the tax consequences of a distribution of Roth contributions. Please be aware that the tax rules regarding Roth contributions are complex. We recommend that you consult with a tax expert before you elect a distribution of your Roth 401(k) Deferrals.

Pre-Tax Catch-Up Deferrals and/or Roth Catch-Up Deferrals. If you are age 50 or older, or will turn age 50 at any time during a Plan Year, you may also choose to make additional Elective Deferrals designated as "**Pre-Tax Catch-up Deferrals**" and/or "**Roth Catch-Up Deferrals**" (see Question 5 for more details).

After-Tax Contributions. "**After-Tax Contributions**" are salary deferral contributions that are made on an after-tax basis. Earnings on After-Tax Contributions are taxed as ordinary income when distributed.

Increasing, Decreasing or Discontinuing Elective Deferrals. You may increase, decrease or discontinue Elective Deferrals at any time, to be effective as soon as administratively feasible, by logging onto **Fidelity's NetBenefits Website at www.401k.com**. Alternatively, you may call the **Fidelity Retirement Benefits Line at (800) 835-5095**. Both the Fidelity web site and Participant Services Center provide detailed instructions.

Automatic Enrollment. If you do not enroll in the Plan or affirmatively decline to make Elective Deferrals by the end of the sixty (60) day period beginning on your date of hire, you will be automatically enrolled in the Plan at a deferral rate of 10% of your eligible compensation (excluding variable pay). You will receive a notice prior to being automatically enrolled. These contributions will be made to the Plan on a pre-tax basis and will be invested in the Plan's default investment. See below for information on the Plan's default investment. Automatic enrollment contributions are treated the same as regular Pre-tax 401(k) Deferrals. You can modify or revoke these automatic elections at any time, by logging onto **Fidelity's NetBenefits Website at www.401k.com**. Alternatively, you may call the **Fidelity Retirement Benefits Line at (800) 835-5095.**

4. HOW MUCH CAN I CONTRIBUTE AS ELECTIVE DEFERRALS AND AFTER-TAX CONTRIBUTIONS?

Pre-Tax 401(k) Deferrals and Roth 401(k) Deferrals. You may elect to contribute up to 60% of your eligible compensation (excluding your variable pay, which is subject to a separate election described below) for each pay period as Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals. You can contribute either or both of these types of Elective Deferrals, but your total deferral percentage for either or both for a pay period cannot exceed 75% of your eligible compensation. In addition, the Internal Revenue Service ("**IRS**") sets a dollar limit on the amount of Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals that can be made each calendar year by an individual to *all plans of all employers* (including 401(k) plans, Code Section 403(b) plans, SARSEPs and SIMPLE plans). This limit may be changed from year to year. For 2022, this dollar limit is $20,500.

Pre-Tax Catch-Up Deferrals and Roth Catch-Up Deferrals. If you are eligible to make catch-up deferrals (see Question 5) you may elect to contribute up to 75% of your eligible compensation for each pay period as Pre-Tax Catch-Up Deferrals and/or up to 60% of your eligible compensation for each pay period as Roth Catch-Up Deferrals. However, your total deferral percentage for Pre-Tax Catch-up Deferrals and Roth Catch-Up Deferrals may not exceed 75% of your eligible compensation for a pay period. Also, your total deferral percentage for Pre-Tax 401(k) Deferrals and Pre-Tax Catch-Up Deferrals cannot exceed 60% of your eligible compensation for a pay period. In addition, the IRS sets a dollar limit on the amount of Pre-Tax Catch-Up Deferrals and/or Roth Catch-Up Deferrals that can be made each calendar year by an individual to *all plans of all employers* (including 401(k) plans, Code Section 403(b) plans, SARSEPs and SIMPLE plans). This limit may be changed from year to year. For 2022, this dollar limit is $6,500.

After-Tax Contributions. You may elect to contribute up to the lesser of 30% of your eligible compensation (excluding your variable pay, which is subject to a separate election described below) or $37,500 (such dollar limit may be adjusted each year) as After-Tax Contributions. Please note that the sum of your After-Tax Contributions and all other contributions under the Plan (excluding rollovers and Pre-Tax and Roth Catch-Up Deferrals) for a calendar year cannot exceed the annual additions limit described below.

Special Election for Variable Pay. You may elect to contribute a portion of your variable pay (i.e., your bonus pay) for each pay period as Pre-Tax 401(k) Deferrals, Roth 401(k) Deferrals, and/or After-Tax Contributions. You may contribute up to 65% of your variable pay as Pre-tax 401(k) Deferrals, up to 45% as Roth 401(k) Deferrals, and/or up to 45% as After-Tax Contributions. However, the total deferral percentage of your variable pay for all three types of these types cannot exceed 65% of your variable pay for any payroll period. In addition, your combined election for Roth 401(k) variable pay contributions and After-Tax variable pay contributions cannot exceed 45% of your variable pay for any payroll period.

Combined Limit for Roth 401(k) Deferrals, and Roth Catch-Up Deferrals. Your total deferral percentage for Roth 401(k) Deferrals, and Roth Catch-Up Deferrals (if you are eligible) may not exceed 60% of your eligible compensation for each pay period.

Combined Limit on All Elective Deferrals and After-Tax Contributions. Please note that, although you can elect up to 75% of your eligible compensation as Pre-Tax 401(k) Deferrals or Roth 401(k) Deferrals, and up to 75% of your eligible compensation as Pre-Tax Catch-Up Deferrals and Roth Catch-Up Deferrals, your combined elections for *all types* of Elective

Deferrals and After-Tax Contributions cannot exceed 75% of your eligible compensation for a pay period.

5. AM I ELIGIBLE TO MAKE CATCH-UP DEFERRALS?

If you are age 50 or older or will turn age 50 at any time during a calendar year, then you are eligible to make Pre-Tax Catch-Up Deferrals or Roth Catch-Up Deferrals beginning on the January 1st of that year. This is true even if you die or your employment with the Employer otherwise terminates prior to you actually reaching age 50.

In general, you must contribute Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals at the annual IRS salary deferral dollar limit for the calendar year ($20,500 for 2022) in order to be eligible to also make Pre-Tax Catch-Up Deferrals or Roth Catch-Up Deferrals for that year.

6. WILL THE EMPLOYER MAKE CONTRIBUTIONS TO THE SYNOPSYS PLAN?

Matching Contributions. The Employer may make "**Matching Contributions**" to the Synopsys Plan based on your Elective Deferrals, in an amount determined by the Board of Directors (or its authorized delegate) from time to time. The Board of Directors can also decide to prospectively suspend Matching Contributions. You will be notified of any changes to the formula for Matching Contributions.

For 2022, the Board of Directors approved Matching Contributions in an amount equal to $0.40 for every dollar you contribute as Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals up to the first $7,500 you contribute during 2022, for a maximum Matching Contribution by the Employer of $3,000.

> Examples Using the 2022 Matching Contribution Formula: If your eligible compensation is equal to $70,000 and you contribute 15% of your eligible compensation ($10,500) as Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals, the Employer will contribute $3,000 in Matching Contributions. If your eligible compensation is equal to $70,000 and you only contribute 5% of your eligible compensation ($3,500) as Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals, the Employer will contribute $1,400 in Matching Contributions. Regardless of your eligible compensation, you must contribute $7,500 to the Plan in order to receive the maximum Matching Contribution of $3,000.

Pre-Tax Catch-Up Deferrals, Roth Catch-Up Deferrals, and After-Tax Contributions are not eligible for Matching Contributions. Matching Contributions, whether based on Pre-Tax 401(k) Deferrals or Roth 401(k) Deferrals, are deposited to your pre-tax Matching Contributions account in the Synopsys Plan.

If you are a newly eligible participant in the Synopsys Plan due to an acquisition of your employer by Synopsys, Matching Contributions, if any, made to your account in the Synopsys Plan may be reduced by the amount of any matching contributions made to your former employer's plan for the year in which the acquisition occurred. If this offset will be applied to you, you will be notified.

Success Sharing Contributions. In some prior years, success sharing contributions were made to the Synopsys Plan on behalf of eligible participants. Such contributions are no longer made, but some participants still have success sharing accounts in the Synopsys Plan. Those accounts are always 100% vested and are subject to the same rules for investment, withdrawal and distribution as Matching Contributions as set forth in this Summary.

7. WHAT IS MY ELIGIBLE COMPENSATION FOR CONTRIBUTION PURPOSES?

In general, your eligible compensation for purposes of Elective Deferrals is your direct and current compensation, including your base pay, bonuses (other than (a) retention bonuses, and (b) other bonuses subject to repayment as a result of a specified future event), commissions and other cash incentives, overtime, vacation and holiday pay, shift differentials and military differential pay.

Please note that the dollar amount of eligible compensation that may be used in calculating contributions each Plan Year is limited by a dollar amount set by the IRS. For 2022, that limit is $305,000. This amount may be adjusted annually by the IRS to reflect cost-of-living changes.

8. MAY I ROLL OVER CONTRIBUTIONS TO THE SYNOPSYS PLAN?

Pre-Tax Rollover Contributions. If the Administrator consents, you may roll over distributions to the Synopsys Plan made from: (a) a plan described in Code Section 401(a) or Section 403(a), excluding after-tax employee contributions; (b) an annuity contract described in Code Section 403(b), excluding after-tax employee contributions; (c) an eligible plan under Code Section 457(b) that is maintained by a state, political subdivision of a state or any agency or instrumentality of a state or political subdivision of a state; or (d) an individual retirement account or annuity described in Code Section 408(a) or 408(b) that is eligible to be rolled over and would otherwise be includible in gross income. These amounts may be made as a direct rollover or as a rollover after the amount has been distributed to you, provided that certain requirements are met (please contact the Administrator if you have questions).

Roth Rollover Contributions. You may elect a direct rollover of Roth 401(k) Deferrals and/or Roth Catch-Up Deferrals, plus earnings, from another 401(k) plan or 403(b) plan to this Plan. If the distribution from the other plan is not a Qualified Roth Distribution (see Question 21 for an explanation), then the distributing plan will provide this Plan with the information necessary to track your Roth 401(k) Account to determine when it will meet the requirements for a Qualified Roth Distribution. See Question 23 for more information on rollovers of Roth 401(k) Accounts. Please contact the Administrator if you have questions.

Rollovers of Plan Loans From Acquired Companies. Rollovers of plan loans will be permitted only from tax-qualified plans of companies that have been acquired by the Employer, as determined by the Administrator. A rollover of a plan loan may be made in the form of the cash amount of a plan loan offset or of a promissory note evidencing the plan loan, provided that certain requirements are met (please contact the Administrator if you have questions).

Special tax rules may apply, and certain states may not recognize a rollover as tax deferred. Therefore, we strongly suggest that you consult with your individual tax adviser prior to initiating a rollover.

To initiate a rollover, please visit the "Plan Literature" option under the "Savings" tab at the Fidelity NetBenefits web site **www.401k.com** or call the **Fidelity Retirement Benefits Line at (800) 835-5095**.

9. HOW LONG MAY I PARTICIPATE IN THE SYNOPSYS PLAN?

Once you become a participant in the Synopsys Plan, then you will remain an active participant until the earliest of the following:

- you cease to be eligible to participate (as explained in Question 1);
- you retire;
- you die; or
- you terminate employment with the Employer.

If you cease to be an active participant because you become ineligible, and you subsequently become eligible to participate again in the Synopsys Plan, then you will immediately be reinstated as an active participant and you may contribute to the Synopsys Plan as soon as administratively practicable after you resume eligible status.

If you take an authorized leave of absence of up to twelve (12) months or are required to perform military service (see Question 30), then you will not lose your participant status in the Synopsys Plan. Your Synopsys Plan account will continue to be held in trust and invested in accordance with your investment elections (as described below in Question 11) and will be credited with gains and losses during your leave. You may not make Elective Deferrals during the period of your leave, unless you earn and are paid eligible compensation by the Employer; however, if you are on military leave you may be able to make up missed Elective Deferrals following your return to active employment with the Employer and you may be eligible for Matching Contributions on any make-up Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals.

If you terminate employment and later are reemployed by the Employer, then you will again become a participant in the Synopsys Plan on the date you complete one hour of service and you may again elect to make Elective Deferrals.

10. ARE MY CONTRIBUTIONS LIMITED?

Yes. The IRS imposes several dollar limits on the amount of salary deferrals and catch-up contributions that you may contribute to the Synopsys Plan.

<u>Salary Deferral Limit</u>. The maximum amount you may defer as Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals in any *calendar* year to *all* plans (including 401(k) plans, Code Section 403(b) plans, SARSEPs and SIMPLE plans) is a dollar limit set by the IRS ($20,500 in 2022). If, in any calendar year, you contribute amounts to the Synopsys Plan in excess of the maximum permitted, the excess Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals will be returned to you and you will forfeit all Matching Contributions made on account of the excess Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals.

In addition, if you participate in the 401(k) plan, Code Section 403(b) plan, SARSEP or SIMPLE plan of another employer as well as the Synopsys Plan in any calendar year, you will incur a tax penalty if your combined contributions to all plans exceed the applicable dollar limit. However, you can avoid this tax penalty if you request and receive the excess amount from one or a combination of the 401(k) plans in which you participated for the year. If you wish to receive any excess deferral amount from the Synopsys Plan, then you must notify the Synopsys Plan

Administrator, who may be reached at the address and phone number shown in Question 36, in writing no later than March 1 of the following calendar year.

Catch-Up Limit. The maximum amount of Pre-Tax Catch-Up Deferrals and/or Roth Catch-Up Deferrals you may make in any *calendar* year to *all* plans is also subject to a dollar limit set by the IRS ($6,500 in 2022). Catch-up contributions in excess of the maximum permitted may be corrected in the same manner as excess Pre-Tax 401(k) Deferrals and/or Roth 401(k) Deferrals, as explained above.

Annual Additions Limit. Federal tax laws impose a maximum dollar amount (the "**annual addition limit**") of contributions (excluding rollovers, Pre-Tax Catch-Up Deferrals and Roth Catch-Up Deferrals) that can be added to all of your combined accounts under the Synopsys Plan for any one calendar year. The maximum annual addition limit is currently the lesser of (i) a dollar amount set by the IRS ($61,000 in 2022) or (ii) 100% of your compensation (as defined in the Synopsys Plan for this purpose) for the calendar year. If the total amount contributed to all of your applicable accounts under the Synopsys Plan for the limitation year exceeds the maximum dollar amount, you will be notified.

Nondiscrimination Test Limits. Federal tax laws impose further limits on the amount of contributions that may be allocated to your Synopsys Plan accounts during a Plan Year through nondiscrimination testing. These additional limits are designed to prevent the Synopsys Plan from primarily benefiting higher-paid employees (referred to as "**highly compensated employees**" or "**HCEs**"). These limits may require the Administrator to reduce the amount of contributions allocated to your account if you are an HCE. You will be notified if you are determined to be an HCE whose contributions will be limited by this requirement.

11. HOW IS MY ACCOUNT INVESTED?

(a) Assets Held in Trust. The Synopsys Plan assets are held in a trust fund. The Trustee, Fidelity Management Trust Company, is responsible for maintaining the trust fund and for managing the investment of the trust fund, subject to your investment fund selections.

(b) Selection of Investment Options. Synopsys has established the Synopsys Deferred Compensation Plans Committee (the "**Committee**") The Committee is responsible for selecting and monitoring the investment options offered to participants in the Synopsys Plan, with the exception of investments offered through the brokerage account. The Committee may obtain assistance in this regard from investment consultants.

(c) Investment Funds. The chart below lists the investment fund choices offered under the Synopsys Plan, the ticker symbol and any fees associated with the fund. Please note that these fees may change periodically, so to ensure that you have current information, please refer to the most recent fund prospectus. You may obtain up-to-date information of current investments offered by the Synopsys Plan and related fees through the annual fee disclosure notice, a copy of which can be obtained by contacting Fidelity, either by calling 1-800-835-5095 or logging on to Fidelity's NetBenefits® website at www.401k.com.

Fund Name	Ticker Symbol	Expense Ratio[1]	Short-Term Trading Fee[2]	Front Load	Other[3]
Putnam Stable Value Fund 15	N/A	.24	N/A		

Fund Name	Ticker Symbol	Expense Ratio[1]	Short-Term Trading Fee[2]	Front Load	Other[3]
Vanguard Institutional 500 Index Trust	N/A	.01	N/A		
Vanguard Inflation-Protected Securities Fund Institutional Shares	VIPIX	.07	N/A		
MFS® Value Fund Class R6	MEIKX	.45	N/A		
Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX	.015	N/A		
Fidelity Contrafund K Unitized	N/A	.43	N/A		
MFS® Growth Fund Class R4	MFEKX	.05	N/A		
Vanguard Extended Market Index Fund Institutional Plus	VEMPX	.04	N/A		
T. Rowe Price Institutional Small-Cap Stock Fund	TRSSX	.66	N/A		
Calamos Timpani Small Cap Growth Fund Institutional Class	FTSGX	.9142	N/A		
MFS International Diversification Fund Class R6	MDIZX	.73	N/A		
Fidelity® Total International Index Fund	FTIHX	.06	N/A		
Fidelity Puritan K Unitized	N/A	.24	N/A		
JP Morgan Mid Cap Growth Fund Class R6	JMGMX	.74	N/A		
Vanguard Target Retirement Income Trust II	N/A	.075	N/A		
Vanguard Target Retirement 2015 Trust II	N/A	.075	N/A		
Vanguard Target Retirement 2025 Trust II	N/A	.075	N/A		
Vanguard Target Retirement 2035 Trust II	N/A	.075	N/A		
Vanguard Target	N/A	.075	N/A		

Fund Name	Ticker Symbol	Expense Ratio[1]	Short-Term Trading Fee[2]	Front Load	Other[3]
Retirement 2045 Trust II					
Vanguard Target Retirement 2055 Trust II	N/A	.075	N/A		
Vanguard Target Retirement 2065 Trust II	N/A	.075	N/A		
Brokerage Account[4]	**N/A**	**varies, depending on investments**	**varies, depending on investments**	**varies, depending on investments**	**varies, depending on investments**

[1] Expense data as reported by Morningstar. Expense Ratio is the percentage of fund assets paid for operating expenses and management fees, as reported in the fund's audited annual report. Annual-report expense ratios reflect the actual fees charged during a particular fiscal year, while prospectus expense ratios reflect material changes to the expense structure for the current period. A portion of each fund's expense ratio may be used to offset certain administrative expenses incurred by the Synopsys Plan. The unitized funds pays a portion of their expense ratio in revenue share. Through an arrangement with the recordkeeper, this revenue share is being credited to the net asset value of the fund in a process known as unitization. The expense ratio shown in the table above reflects the fund's initial cost, minus rebated revenue share, plus the recordkeeper's operational cost for performing this service.

[2] Certain funds charge a fee equal to a percentage of the value of shares sold that have been held in the fund for less than a specified number of days. The fee is called a short-term trading fee or a contingent redemption fee ("CRF"). The CRF does not apply to amounts invested as new contributions to your account in the Synopsys Plan (including loan repayments). The CRF is only applicable to shares sold in an exchange of assets from the fund to another fund.

[3] This column includes any of the following that may apply to the fund: investment transfer expenses, back-end loads and surrender charges. (Also, see paragraphs (k) and (l) below for more detailed information).

[4] The brokerage account investment alternative is a self-directed brokerage account that permits participants to invest in certain publicly traded investments. See paragraph (j) below for more detailed information.

(d) The Plan as a 404(c) Plan. The Synopsys Plan is intended to be a "**404(c) plan**." A 404(c) plan is described in Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("**ERISA**"), and Section 2550.404c-1 of Title 29 of the Code of Federal Regulations. A 404(c) plan enables you to decide how the assets in your account in the Synopsys Plan are invested. Fiduciaries of a 404(c) plan may not be liable for plan losses that are the direct and necessary result of your investment instructions.

(e) Prospectuses. Before you choose an investment fund you should request a copy of the fund's prospectus. A prospectus contains information on the fund's objectives and strategies, risks and expenses. You should read the prospectus carefully to make sure that the fund is appropriate for your goals and risk tolerance before you purchase the fund. You can request prospectuses for the mutual funds from **Fidelity's NetBenefits Website at www.401k.com** or by calling the **Fidelity Retirement Benefits Line at (800) 835-5095**.

(f) Default Investment. Amounts deposited to your Plan account for which you have made no investment election will be invested in the default fund determined by the Committee to be appropriate for you, based on your date of birth. The Plan's default funds, called "**Qualified Default Investment Alternatives**" or "**QDIAs**" are Vanguard® Target Date funds. The following chart shows the default funds and the birth date ranges applicable to each fund. Please see paragraph (c) above for more information on the expenses of each of the default funds.

If Your Date of Birth is...	Your Designated QDIA Fund is...	Ticker Symbol
1/1/1900 – 12/31/1936	Vanguard Target Retirement Income Trust II	N/A
1/1/1945 – 12/31/1954	Vanguard Target Retirement 2015 Trust II	N/A
1/1/1955 – 12/31/1964	Vanguard Target Retirement 2025 Trust II	N/A
1/1/1965 – 12/31/1974	Vanguard Target Retirement 2035 Trust II	N/A
1/1/1975 – 12/31/1984	Vanguard Target Retirement 2045 Trust II	N/A
1/1/1985 – 1994	Vanguard Target Retirement 2055 Trust II	N/A
1/1/1995 – 12/31/2004	Vanguard Target Retirement 2065 Trust II	N/A

You can reallocate amounts invested in the QDIA funds at any time by accessing **Fidelity's NetBenefits Website at www.401k.com** or by calling the **Fidelity Retirement Benefits Line at (800) 835-5095.**

(g) Changes to Investment Elections. You may change the investment allocation of your account by accessing **Fidelity's NetBenefits Website at www.401k.com** or by calling the **Fidelity Retirement Benefits Line at (800) 835-5095**. Both the web site and the Benefits Line provide detailed instructions. You must have your Social Security Number and PIN number available when accessing either the web site or the Participant Services Center.

(h) Trade Settlement Timing. Trades involving mutual funds made prior to 1:00 pm Pacific Time will be reflected in your account the next business day after your request is received (e.g., a request submitted on Monday at 10:00 am Pacific Time will be reflected in your account on Tuesday). Trades involving mutual funds made after 1:00 pm Pacific Time will be made to your account the second business day after your request is received (e.g., a request submitted Monday at 2:00 pm Pacific Time will be reflected in your account on Wednesday).

(i) Market Timing. Many mutual funds prohibit market timing, sometimes called short-term trading or disruptive trading. To help protect the interests of all investors (shareholders) in the mutual fund, a mutual fund may establish certain rules relating to exchanges in that fund. It is your responsibility as a shareholder in a mutual fund to understand and abide by the rules of that fund, as described in the fund's prospectus. If your trading activity in any of the mutual funds available under the Synopsys Plan exceeds the limits imposed in the mutual fund prospectus, your exchange/trading ability in the mutual fund may be restricted for a period of time. You can request prospectuses for the mutual funds from **Fidelity's NetBenefits Website at www.401k.com** or by calling the **Fidelity Retirement Benefits Line at (800) 835-5095**.

(j) Brokerage Account. The brokerage account investment alternative is an individually directed brokerage account that permits participants to invest in certain publicly traded investments. Investments offered under the brokerage account are not monitored and reviewed by the Committee. The following rules apply to investments under the brokerage account:

(1) *Eligible Plan Assets*. You may transfer up to 100% of your vested Plan account balance to your Plan brokerage account. Your brokerage account may only be funded by transferring assets from your core investment alternatives to your brokerage account. You cannot direct the investment of new Plan contributions into your brokerage account.

(2) *Minimum Investment*. There is no minimum investment required for the brokerage account investment alternative; however, please note that certain investments made in your brokerage account may require a minimum investment amount.

(3) *Plan Loans*. Amounts held in your brokerage account are not available for participant loans. If necessary, you may sell holdings in your brokerage account and transfer the proceeds to the core investment alternatives before requesting a loan.

(4) *In-Service Withdrawals*. If you wish to take an in-service withdrawal (see Question 25) based on amounts held in your brokerage account, you must sell holdings in your brokerage account and transfer the proceeds to the core investment alternatives before requesting the withdrawal.

(5) *Fees*. Your brokerage account will be charged with all trading fees and commissions on investments you make in your brokerage account. For more information on trading commissions in your brokerage account, you may access **Fidelity's NetBenefits Website at www.401k.com** or call the **Fidelity Retirement Benefits Line at (800) 835-5095.**

(6) *Investments*. Following are a list of investments permitted and investment alternatives not permitted in the brokerage account.

(A) *Allowable Investments*

- U.S. equities
- Mutual funds not offered as main Plan investment alternatives
- U.S. Treasury securities
- American Depositary Receipts (ADRs)
- Corporate Bonds
- Zero-Coupon Bonds
- U.S. government agency bonds
- Mortgage-backed securities
- Certificates of deposit
- Foreign securities
- Unit Investment Trusts (UITs)
- Real Estate Investment Trusts (REITs)
- Options (covered call writing, buy puts and calls)
- Exchange traded funds (ETFs)

(B) *Investments Not Allowed*

- Synopsys stock

- Core investment alternatives under the Plan (you can invest in these funds through the Plan, but not in your brokerage account)
- Any investment that generates Unrelated Business Taxable Income (UBTI) *(due to this restriction, most limited partnerships will not be allowed – check with Fidelity for further information)*
- Any investment in securities that are not publicly traded
- Collectibles, such as coins or art
- Precious metals
- Annuities
- Physical certificates
- U.S. Savings Bonds
- Commodities
- Convertible Adjustable Preferred Stock
- Currencies, currency options and currency warrants
- Real property
- Limited partnerships and master limited partnerships (exchange traded)
- Derivative investments, such as Level 3, 4 and 5 options, interest rate options, and financial futures
- Securities with indicia of ownership outside the United States
- Tax preferred investments, such as municipal bonds and municipal bond funds
- Anything not listed under "Allowable Investments" above

(k) Account Statements. You will receive quarterly account statements from Fidelity. Your statements will be delivered to you electronically unless you direct Fidelity to send you a paper copy. It is your responsibility to review these statements to be sure that they are correct. Please contact Fidelity directly if you have questions about any of your statements.

(l) Account Value. The value of your account balance is based on the various investments that you have selected from the available choices and is subject to a number of factors, including, without limitation, fluctuations of the stock market, variations in market rates of interest, the economy, and the profitability of any of the investments. No assurances are given that the selection of investment options will produce any net earnings or appreciation, or that your account balance will not suffer any loss.

(m) Additional Information. Additional information available to you includes: (i) copies of prospectuses and/or financial reports relating to the funds; and (iii) information concerning the current value of shares or units in the funds and the value of the shares or units held in your account. Just log onto **Fidelity's NetBenefits Website at www.401k.com** or call the **Fidelity Retirement Benefits Line at (800) 835-5095**.

(n) Participant Responsibility. It is your responsibility to ensure that your investment election is properly implemented. After you have made an initial election or any time you change your investment allocation, please check your confirmation, by accessing **Fidelity's NetBenefits Website at www.401k.com** or by calling the **Fidelity Retirement Benefits Line at (800) 835-5095** to make sure your change was made.

12. WHEN DO I BECOME VESTED IN MY ACCOUNTS?

You are always 100% vested in all contributions made to the Synopsys Plan. However, if you were a participant in another plan with assets that were partially vested at the time that plan was merged with the Synopsys Plan; those transferred assets may be subject to a vesting schedule. See below for specifics.

Participants in the Avant! Corporation 401(k) Plan or the ISE, Inc. 401(k) Plan.

If you were a participant in the Avant! Corporation 401(k) Plan (the "**Avant! Plan**") with an account that was not fully vested at the time the Avant! Plan was merged with the Synopsys Plan (other than an account originally earned under the interHDL Inc. 401(k) Plan – see below), you will become 100% vested in your Avant! Plan account if you are still employed by the Employer when you reach the Avant! Plan's early retirement age (age 55), become disabled (see Question 15) or die. In all other events, the unvested portion of your Avant! Plan account will vest according to the schedule shown below.

If you were a participant in the ISE, Inc. 401(k) Plan (the "**ISE Plan**") with an account that was not fully vested at the time the ISE Plan was merged with the Synopsys Plan, you will become 100% vested in your ISE Plan account when you reach the ISE Plan normal retirement age (age 59½ -- this is also the normal retirement age under the Synopsys Plan), become disabled (see Question 15) or die. In all other events, the unvested portion of your ISE Plan account will vest according to the schedule shown below.

Years of Service	Vested Percentage
Less than 1 year	0%
1 year but less than 2 years	20%
2 years but less than 3 years	40%
3 years but less than 4 years	60%
4 years but less than 5 years	80%
5 years or more	100%

Participants in the interHDL, Inc. 401(k) Plan or the inSilicon Corporation 401(k) Plan.

If you were a participant in the interHDL Inc. 401(k) Plan (the "**interHDL Plan**") prior to the merger of that plan with the Avant! Plan, with an account that was not fully vested at the time the Avant! Plan was merged with the Synopsys Plan, or if you were a participant in the inSilicon Corporation 401(k) Plan (the "**inSilicon Plan**") with an account that was not fully vested at the time the inSilicon Plan was merged with the Synopsys Plan, you will become 100% vested in your interHDL Plan account or your inSilicon Plan account according to the following schedule:

Years of Service	Vested Percentage
Less than 1 year	0%
1 year but less than 2 years	25%
2 years but less than 3 years	50%
3 years but less than 4 years	75%
4 years or more	100%

Participants in the InnoLogic Systems, Inc. 401(k) Plan.

If you were a participant in the InnoLogic Systems, Inc. 401(k) Plan (the "**InnoLogic Plan**") prior to the merger of that plan with the Synopsys Plan, with an account that was not fully vested at the time the InnoLogic Plan was merged with the Synopsys Plan, you will become 100% vested in your InnoLogic Plan account according to the following schedule:

Years of Service	Vested Percentage
Less than 2 years	0%
2 years but less than 3 years	20%
3 years but less than 4 years	40%
4 years but less than 5 years	60%
5 years but less than 6 years	80%
6 years or more	100%

13. HOW CAN I TELL HOW MANY YEARS OF VESTING SERVICE I HAVE?

Remember, the vesting schedules in Question 12 do not apply to any contributions made to the Synopsys Plan – those contributions are always 100% vested. For accounts that are subject to vesting, a year of service for vesting purposes is a period of service equal to 365 days of service (including holidays, weekends, and other nonworking days). A year of service need not be completed within a 12-consecutive month period. In addition to your service with the Employer, service with Avant! Corporation, ArcSys, Inc., Integrated Silicon Systems, Inc., ISS Corporate Services, Inc., ISS Software, Inc. interHDL, Inc., inSilicon Corporation, ISE, Inc. and InnoLogic Systems, Inc. count in determining your vested percentage in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account, as applicable.

The following special rules apply for computing the years of service of a participant who terminates employment and then is rehired by the Employer:

- Generally, if you terminate employment and are subsequently rehired (i.e., credited with at least an hour of service) before 12 consecutive months have lapsed, then you will receive vesting credit for all periods of service completed both before and after your date of rehire, as well as for your period of separation.

- If you terminate employment and are subsequently rehired (i.e., credited with at least an hour of service) after 12 or more consecutive months have lapsed, then you will receive vesting credit for all periods of service completed both before and after your date of rehire, but you will not receive credit for your period of separation.

14. WHAT HAPPENS WHEN I TERMINATE EMPLOYMENT WITH THE EMPLOYER?

Upon your termination of employment with the Employer you are entitled to elect a distribution of your vested account in accordance with Question 17 below, whether or not you have attained "normal retirement age" under the Synopsys Plan (age 59½).

Remember, contributions made to the Synopsys Plan are always 100% vested. If you terminate employment with the Employer before you are 100% vested in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account (see Question 12), then what happens to the non-vested portion of that account balance, if any, will depend on whether you choose (or are required) to take a distribution.

You elect to receive or are required to take a distribution after you terminate employment. If your employment terminates with the Employer before you are 100% vested in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account and you receive a distribution, then you will forfeit any non-vested portion of your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account on the date you receive the distribution. As explained in Question 17 below, you either may be required to take a distribution (if your account is $1,000 or less), or you may choose to elect a distribution (if your account is over $1,000).

You do not elect to receive or are not required to take a distribution after you terminate employment. Upon termination of employment, if you do not elect and are not otherwise required to take a distribution, then you will forfeit any non-vested portion of your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account. The forfeiture will occur on the earlier of (i) the date you receive your distribution, or (ii) the last day of the Plan Year in which you have 5 consecutive 1-year breaks in service. As explained in Question 17 below, you are not required to take a distribution if the total value of your account is over $1,000. A 1-year break in service is a period of severance of at least 12 consecutive months.

Restoring a Forfeiture if You are Re-Employed. As explained above, if you terminate employment before you are one hundred percent (100%) vested in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account and you receive a distribution of the vested portion of your account, any non-vested portion will be forfeited when you receive the distribution. If you are reemployed by the Employer before you have 5 consecutive 1-year breaks in service, the Employer will restore the forfeiture (the non-vested portion) of your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account if you repay the amount previously distributed to you. You must repay the full amount before the earlier of (i) the 5th anniversary of your reemployment, or (ii) before you have 5 consecutive 1-year breaks in service. If you do not repay the full amount distributed to you, then the previously forfeited amount will not be restored to your account. A one 1-year break in service is a period of severance of at least 12 consecutive months.

15. WHAT HAPPENS WHEN I DIE OR IF I BECOME DISABLED?

Death. Your Synopsys Plan account will be payable to your beneficiary in accordance with Question 17 below as soon as administratively feasible after your death, but generally must be paid within 10 years of your death. Your beneficiary must provide the Administrator a copy of your death certificate to facilitate the process of transferring your Plan account to the name of your beneficiary. If you are employed by the Employer at the time of your death, any unvested amounts in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account will become 100% vested.

Disability. You are disabled if you are eligible for benefits under the Employer's long-term disability program. If you have become disabled while you are employed by the Employer, you may request a distribution of your account in accordance with Question 17 below. If you are employed by the Employer at the time you are determined to be disabled, any unvested amounts in your Avant! Plan account, your interHDL Plan account, your inSilicon Plan account, your ISE Plan account or your InnoLogic Plan account) will be one hundred percent (100%) vested.

16. HOW MAY I DESIGNATE A BENEFICIARY?

You may name the person or persons you wish to receive your Synopsys Plan account on your death (your "**beneficiary**"), subject to certain IRS rules. You may designate a beneficiary (or change your existing beneficiary designation) by logging onto **Fidelity's NetBenefits Website at www.401k.com** or calling the **Fidelity Retirement Benefits Line at (800) 835-5095**.

If you are married, you may not designate a beneficiary other than your Spouse (defined below) without your Spouse's written consent (if you go to the Fidelity NetBenefits website and wish to designate someone other than your Spouse, you will be mailed forms for your Spouse to sign and return to Fidelity). However, even if you are married, you may name someone other than your Spouse to be your beneficiary in the event that your Spouse dies before you do. Such a beneficiary is a "**contingent beneficiary**," and you do not need your Spouse's consent to name a contingent beneficiary. Your contingent beneficiary will be entitled to your account balance only if your Spouse dies before you.

You have the right to change your beneficiary designation at any time (subject to required Spousal consent, if applicable). Please note that if you get divorced or married, your existing beneficiary designation no longer may be valid. ***It is very important that you designate a new beneficiary if your marital status changes (even if you wish to name the same person as your beneficiary).***

If you fail to name a beneficiary, if your beneficiary designation is not valid, or if your beneficiary does not survive you, then your Synopsys Plan account will be paid to your surviving Spouse, if any. If you do not have a surviving Spouse, then your Synopsys Plan account will be paid to the personal representative of your estate, or if there is no personal representative of your estate, in accordance with applicable laws.

Your "**Spouse**" means a person to whom you are legally married under the laws of any state or other jurisdiction.

In any case, you are strongly encouraged to complete a beneficiary designation naming whomever you wish to be your beneficiary.

17. HOW AND WHEN WILL MY BENEFITS BE PAID?

Right to a Distribution. On your retirement, termination of employment, disability or death ("**distributable events**"), you (or your beneficiary) may elect a distribution of your vested Synopsys Plan account balance. If you wish to take a distribution, you must elect a distribution of your entire account. You may request a distribution by calling the **Fidelity Retirement Benefits Line at (800) 835-5095** or by logging onto **Fidelity's NetBenefits Website at www.401k.com**.

You may elect a distribution of your After-Tax Contributions which were made to the Plan on or after September 2, 2014 at any time, as long as the amount of the withdrawal is at least $500 (and prior to any Roth conversion).

When you are entitled to a distribution from the Synopsys Plan, the Administrator will provide you with (i) a description of the investment alternatives available under the Synopsys Plan (including any associated fees) that are available if you do not consent to the distribution, and

(ii) information on any special rules that might materially affect your decision to defer distribution.

Accounts of $1,000 or Less. If your vested account balance does not exceed $1,000, you may elect to have your vested account balance distributed to you or paid in a direct rollover to another employer's plan or an Individual Retirement Account ("**IRA**"). If you do not elect to have your vested account balance distributed to you or paid in a direct rollover to another employer's plan or an IRA within 60 days of your distributable event, then your vested account will automatically be distributed to you or your beneficiary in a single cash lump sum paid in cash.

Accounts over $1,000. If your vested account balance exceeds $1,000, then you or your beneficiary must consent to the distribution. If you do not consent to a distribution, your vested account balance will be held in the Synopsys Plan until the earliest of (i) your death, (ii) your termination of employment on or after reaching normal retirement age (age 59½), or (iii) the date you or your beneficiary consent to a distribution. You may inform the Administrator that you would prefer to make a different election at any time.

Form of Distribution. The normal form of distribution permitted under the Synopsys Plan is a single lump sum paid in cash. However, if your vested account balance is greater than $1,000, you (or your beneficiary, if you are deceased) may also choose to take a distribution in the form of monthly or annual installments (1) over a period calculated based on your life expectancy or the joint life expectancies of you and your beneficiary, (2) over a specified period of years, or (3) based on a fixed dollar or percent. A distribution in the form of installments does not mean that you will receive a greater benefit, as all forms of distribution are actuarially determined based on the amount of your vested Synopsys Plan account balance.

Required Minimum Distribution at Age 72. Notwithstanding anything above to the contrary, if you reach age 72 (age 70½ if you attained age 70½ on or before December 31, 2019) and you no longer work for the Employer, but you maintain an account balance in the Synopsys Plan, then you are required by IRS rules to begin receiving an annual minimum distribution (an "**RMD**").

Distributions to a Beneficiary. If your account is being distributed to your surviving Spouse (see Question 16 for the definition of Spouse) following your death, your surviving Spouse can elect a direct rollover to an IRA or to the plan of his or her employer, if that plan will accept the rollover, but a beneficiary who is not a surviving Spouse does not have that option. An account directly rolled over by a surviving Spouse to an IRA or another eligible retirement plan is then treated for tax and distribution purposes as if the surviving Spouse were the participant who received the contributions.

A beneficiary who is not a surviving Spouse may elect a direct rollover to an IRA (but not to the plan of his or her employer). The non-Spouse beneficiary's rollover IRA will be treated as an "inherited IRA" and will be subject to the taxation and distribution rules applicable to such an IRA. An "**inherited IRA**" is subject to different minimum distribution rules (generally, faster) than an IRA acquired by a surviving Spouse. If you are a non-Spouse beneficiary who will receive a distribution of a participant's account and intend to directly roll over the distribution to an IRA, you should consult with your tax advisor regarding the minimum distributions required to be made from the IRA.

18. CAN MY DISTRIBUTION BE MADE AS A DIRECT ROLLOVER?

Generally, you may roll over your distribution. However, the following distributions are not eligible for rollover: a hardship distribution, an installment distribution that is one of a series of installments paid over more than a 10 year period, or an RMD after age 70½. Please note that different rules apply, depending on the type of account included in the distribution. You will receive a notice of your right to elect a direct rollover and of the withholding consequences, if applicable, of not electing a direct rollover in accordance with rules prescribed by the IRS. You may take up to 60 days from the date you receive the notice to decide whether to take the distribution or roll it over, unless you qualify for a waiver of the 60-day requirement under applicable IRS guidance.

Direct Rollover Of Pre-Tax 401(k) Account. You may request that a direct rollover of all or a portion of your "**Pre-Tax 401(k) Account**" (your Pre-Tax 401(k) Deferrals, Pre-Tax Catch-Up Deferrals, Pre-Tax Rollover Contributions, Matching Contributions, Success Sharing Contributions (if any) and earnings on all of these) be made to either an IRA or to the tax-qualified plan of another employer willing to accept the rollover.

Direct Rollover of Roth 401(k) Account. You may request that a direct rollover of all or a portion of your "**Roth 401(k) Account**" (your Roth 401(k) Deferrals, your Roth Catch-Up Deferrals and your Roth Rollover Contributions, including earnings), be made to either a Roth IRA or to a Roth account in the 401(k) plan or 403(b) plan of another employer that is willing to accept the rollover. (Remember that Matching Contributions are always a part of your Pre-Tax 401(k) Account, even if they are made based on your Roth 401(k) Deferrals). See Question 23 for more details on the direct rollover of Roth 401(k) Accounts.

19. HOW IS MY DISTRIBUTION TAXED?

That depends on whether the distribution includes (1) pre-tax amounts such as Pre-Tax 401(k) Deferrals, Pre-Tax Catch-Up Deferrals and Matching Contributions, or (2) Roth designated contributions.

20. WHAT ARE THE TAX RULES FOR IN-SERVICE WITHDRAWALS OR DISTRIBUTIONS OF MY PRE-TAX 401(k) ACCOUNT?

When you receive an in-service withdrawal or a distribution from the Synopsys Plan from your Pre-Tax 401(k) Account, the entire amount of that withdrawal or distribution will be taxable to you as ordinary income. This amount also will be subject to an additional 10% Federal (and any applicable state) tax penalty, unless:

- you have reached age 59½;
- the payment is applied to deductible medical expenses incurred by you, your Spouse or dependent (currently, medical expenses which exceed 7.5% of your adjusted gross income);
- you make an eligible rollover of the payment to another tax-qualified plan or an IRA, as described below);
- the payment is made on account of your death or disability (as defined in the Code for this purpose);

- the payment is one of a series of installments paid over your life or the joint lives of you and your beneficiary;
- you have reached age 55 and have terminated employment with the Employer;
- the payment is to an alternate payee under a Qualified Domestic Relations Order (see Question 28); or
- the payment is required as a result of IRS limitations or nondiscrimination testing requirements.

You may postpone taxation of most types of withdrawals or distributions (other than hardship withdrawals) from your Pre-Tax 401(k) Account by rolling over your taxable withdrawal or distribution to the tax-qualified plan of another employer or to your IRA.

You may request the Synopsys Plan to make any rollover from your Pre-Tax 401(k) Account directly, or you may roll over the taxable portion on your own. If you decide to make the rollover on your own, you must do so within 60 days of receiving a distribution, unless you qualify for a waiver of the 60-day requirement. Any taxable portion of your Pre-Tax 401(k) Account distribution that you roll over will not be taxable to you until it is subsequently distributed to you from the other employer's tax-qualified plan or from your IRA. If you roll over only a portion of your Pre-Tax 401(k) Account distribution, then the portion you retain will be currently taxable.

Please note that unless you request a direct rollover of your Pre-Tax 401(k) Account distribution to an IRA or the tax-qualified plan of another employer, then a mandatory 20% Federal withholding tax will be withheld from the cash portion of your distribution, based on the entire taxable distribution amount (excluding hardship distributions). This mandatory withholding applies even if you intend to make a rollover of that taxable portion on your own within the 60-day period. This means that if you want to roll over the entire portion of your distribution on your own (without a direct rollover), then you must find other money to replace the portion of the distribution that was withheld.

21. ARE THERE SPECIAL TAX RULES THAT APPLY TO IN-SERVICE WITHDRAWALS AND DISTRIBUTIONS FROM MY ROTH 401(k) ACCOUNT?

Yes. Because Roth 401(k) Deferrals and Roth Catch-Up Deferrals (including such amounts in your Roth Rollover Contributions Account) are made on an after-tax basis, they will not be subject to taxation on distribution from the Synopsys Plan. However, in order for the *earnings* on these amounts to be distributed on a tax-free basis, the distribution must be a Qualified Roth Distribution. All withdrawals and/or distributions from your Roth 401(k) Account are subject to this requirement.

Qualified Roth Distribution. A "**Qualified Roth Distribution**" is one that (1) is made at least 5 years after the start of the year during which you made your first Roth 401(k) Deferrals (or Roth Catch-Up Deferrals), *and* (2) is distributed after you have attained age 59½, after your death, or on account of your disability.

Distribution of Roth Amounts in a Non-Qualified Distribution. If your Roth 401(k) Account does not meet the requirements for a Qualified Roth Distribution, then unless you roll over the distribution to another Roth 401(k) plan, a 403(b) plan or a Roth IRA, the Roth 401(k) Deferrals and/or Roth Catch-Up Deferrals will be distributed as non-taxable (because you have already paid tax on them at the time of contribution) but the earnings will be currently taxable to you. The non-taxable portion is determined by multiplying the amount of your distribution by the ratio of your cumulative Roth 401(k) Deferrals and Roth Catch-Up Deferrals divided by your Roth 401(k) Account balance.

> <u>Example</u>: If your Roth 401(k) Account is $10,000, which includes $9,400 in Roth 401(k) Deferrals and $600 in earnings, and you receive a distribution of $4,000 from the account, the portion that is taxable is determined as follows:
>
> > $9,400/$10,000 = 94% (ratio of Roth 401(k) Deferrals to total Roth 401(k) Account balance)
> >
> > $4,000 x 94% = $3,760 (portion of the distribution that is considered to be Roth 401(k) Deferrals)
> >
> > <u>Result</u>: The distribution consists of $3,760 as a non-taxable distribution of Roth 401(k) Deferrals and $240 as a taxable distribution of earnings not distributed as a Qualified Roth Distribution

<u>Calculation of Five Year Period to Meet the Qualified Roth Distribution Requirements</u>. The 5-year period for a Qualified Roth Distribution begins on the January 1 of the first year in which you make Roth 401(k) Deferrals or Roth Catch-Up Deferrals, and includes all subsequent years in which your Roth 401(k) Account is in the Synopsys Plan. This is true even if you make Roth 401(k) Deferrals or Roth Catch-Up Deferrals late in the year or make them in one year and then do not make any other designated Roth contributions to the Synopsys Plan for several years. So if you first made Roth 401(k) Deferrals (and/or Roth Catch-Up Deferrals) in 2009, you will meet the 5-year requirement for distributions as of January 1, 2014.

Remember, however, that in order to be a Qualified Roth Distribution, a distribution must also be made after you attain age 59½, after your death, or on account of your disability. If your Roth 401(k) Account includes designated Roth amounts originally accrued under another 401(k) plan or 403(b) plan and then directly rolled over to this Plan, your 5-year requirement for determining the qualified status of your distribution from the Synopsys Plan may be calculated based on the year you first began making designated Roth contributions to the prior plan (see Question 23 below for more details).

22. ARE THERE SPECIAL TAX RULES THAT APPLY TO IN-SERVICE WITHDRAWALS AND DISTRIBUTIONS FROM MY AFTER-TAX CONTRIBUTIONS ACCOUNT?

Yes. Because After-Tax Contributions are made on an after-tax basis, they will not be subject to taxation on distribution from the Synopsys Plan. However, the *earnings* on these contributions will be subject to taxation on distribution, unless you delay taxation by rolling over these amounts to an IRA or to the tax-qualified plan of another employer that is willing to accept the rollover.

23. ARE THERE SPECIAL RULES RELATING TO THE ROLLOVER OF ROTH ACCOUNTS?

Yes. As mentioned above, you may request that a direct rollover of all or a portion of your Roth 401(k) Account be made to either a Roth IRA or to a Roth account in a 401(k) plan or 403(b) plan of another employer that is willing to accept the rollover. Even if you are not eligible to make contributions to a Roth IRA, you may establish a Roth IRA for your rollover.

If you roll over your Roth 401(k) Account in a direct rollover to another 401(k) plan or 403(b) plan that permits designated Roth contributions, the Synopsys Plan must tell the receiving plan whether your distribution is a Qualified Roth Distribution. If your distribution is not a Qualified Roth Distribution, then the Synopsys Plan must tell the receiving plan the year in which you first made Roth 401(k) Deferrals (or Roth Catch-Up Deferrals) for purposes of tracking the 5-year period. Your 5-year period for purposes of determining a Qualified Roth Distribution will then start with the first year in which you made Roth 401(k) Deferrals (or Roth Catch-Up Deferrals) to the Synopsys Plan. Likewise, if you roll over to the Synopsys Plan amounts contributed to another employer's 401(k) plan or 403(b) plan as designated Roth contributions, the other employer must tell the Synopsys Plan whether or not the distribution is a Qualified Roth Distribution, and if not, the year in which you first made designated Roth contributions.

A rollover of your entire Roth 401(k) Account to another Roth 401(k) plan or 403(b) plan can *only* be made in the form of a direct rollover. If you receive a distribution that is not a direct rollover from a Roth 401(k) plan or 403(b) plan, you can still roll over the entire distribution to a Roth IRA, as long as it is done within 60 days of receipt of the distribution. However, the only portion of a Roth 401(k) plan or 403(b) plan distribution that can be rolled over to another Roth 401(k) plan or 403(b) plan following distribution to the participant is earnings distributed in a non-Qualified Roth Distribution (provided that the plan will accept such a rollover). With respect to the earnings rolled over, you will not be able to look back to the first year of Roth 401(k) contributions on the contributions that were distributed to you for purposes of counting the 5-year period for Qualified Roth Distribution status under the recipient Roth 401(k) plan or 403(b) plan. A new 5-year period for determining the Qualified Roth Distribution timing begins with the rollover to the recipient Roth 401(k) plan or 403(b) plan (or the year you first made designated Roth contributions to that plan, if earlier).

Roth IRAs require that in order for distributions to be completely tax-free, the IRA must have been in existence for 5 years. Unfortunately, the IRS does not permit coordination between Roth 401(k) plans (or 403(b) plans) and Roth IRAs for this purpose. For purposes of meeting the Roth IRA 5-year period, the date starts on the date the Roth IRA was established.

If you roll over a Qualified Roth Distribution to a Roth IRA, the entire amount will be treated as a basis (non-taxable) amount in the Roth IRA. However, any subsequent earnings on the rollover will only be eligible for tax-free distribution when the Roth IRA 5-year period has been met (and any other Roth IRA distribution requirements are satisfied).

If you roll over a non-Qualified Roth Distribution to a Roth IRA, the portion of the rollover that is attributable to Roth 401(k) Deferrals (or Roth Catch-Up Deferrals) will be treated as basis (non-taxable) in the Roth IRA, but earnings on the Roth 401(k) Deferrals and/or Roth Catch-Up Deferrals that are rolled over and any subsequent earnings will only be tax-free when the Roth IRA 5-year period has been met (and any other Roth IRA distribution requirements are satisfied).

24. CAN I CONVERT MY PRE-TAX DEFERRALS, AFTER-TAX CONTRIBUTIONS, OR MATCHING CONTRIBUTIONS INTO ROTH AMOUNTS?

If you are a participant, a Spouse Beneficiary, or a Spouse alternate payee, and you are eligible for a distribution from the Plan, you may elect an in-plan Roth conversion of any amounts eligible for distribution (except amounts in your Roth 401(k) Deferral Account or your Roth Rollover Contributions Account). The converted amounts will be included in your income in the year of the in-plan Roth conversion (i.e., you will be taxed on these amounts in the year you convert them). These rules are complex, and we recommend that you consult with a personal tax expert before electing an in-Plan Roth conversion.

You can also convert these amounts into Roth by rolling them over to a Roth IRA or to a Roth account in a 401(k) plan or 403(b) plan of another employer that is willing to accept the rollover. The converted amounts will be included in your income in the year of the external Roth conversion. These rules are complex, and we recommend that you consult with a personal tax expert before rolling over such amounts.

25. MAY I WITHDRAW FUNDS FROM MY SYNOPSYS PLAN ACCOUNT WHILE I AM EMPLOYED BY THE EMPLOYER?

Yes, but only under the limited circumstances listed below. You may request a withdrawal by calling the **Fidelity Retirement Benefits Line at (800) 835-5095** or by logging onto **Fidelity's NetBenefits Website at www.401k.com**. Such withdrawals will, of course, reduce the value of your Synopsys Plan benefits when you leave the Employer.

Withdrawals will be subject to state and Federal taxation, unless rolled over to another employer's eligible retirement plan or an IRA (see Questions 18 and 23). Note: hardship withdrawals are subject to applicable state and Federal taxation, but cannot be rolled over to another employer's eligible retirement plan or to an IRA.

Withdrawal from Rollover Contributions Account. At any time, you may request a withdrawal of all or a portion of your rollover contributions account attributable to amounts directly rolled over to the Synopsys Plan or to another plan that is subsequently merged into the Synopsys Plan. Such withdrawals will be subject to state and Federal taxation, unless rolled over to another employer's tax-qualified plan or an IRA (see Questions 18 and 23).

Withdrawal at Age 59½. If you are age 59½ or older, you may request a withdrawal of all or a portion of your vested Synopsys Plan account balance. Such withdrawals will be subject to state and Federal taxation, unless rolled over to another employer's tax-qualified plan or an IRA (see Questions 18 and 23).

Hardship Withdrawals. If you have an immediate and heavy financial need that cannot be met through other resources, you may request a hardship withdrawal. A hardship is limited to:

- expenses incurred or necessary for medical care for you, your Spouse (defined in Question 16), your dependents or your Primary Beneficiary (defined below) that would be deductible to you under Code Section 213(d) (determined without regard to whether the expenses exceed 7½% of your adjusted gross income);
- costs associated with purchasing your principal residence;
- payment of post-secondary tuition, related educational fees, and room and board expenses for the next 12 months for you, your Spouse, children, dependents or Primary Beneficiary;

- payment required to prevent eviction from or foreclosure on your principal residence;

- payments for burial or funeral expenses for your deceased parent, Spouse, children, dependents or Primary Beneficiary; or

- expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under Code Section 165 (determined without regard to Section 165(h)(5) of the Code and whether the loss exceeds 10% of your adjusted gross income);

- expenses and losses (including loss of income) incurred by you on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 100-707, provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

For purposes of hardship withdrawals, your "**Primary Beneficiary**" is the individual(s) who is named and designated as your beneficiary (see Question 16) and who has an unconditional right to all or part of your Synopsys Plan account balance on your death.

The Administrator will determine if you qualify for a hardship withdrawal, including substantiating financial need, and may distribute part or all of your vested Plan account (not including any portion of your Plan account that represents an outstanding loan to you).

Qualified Birth or Adoption Withdrawals. If you have a child or adopt a child you may request a qualified birth or adoption withdrawal in an amount up to $5,000 from your Synopsys Plan account within one year of the birth or the legal adoption. For these purposes, an eligible adoptee is anyone (other than a spouse's child) younger than age 18 or incapable, physically or mentally, of self-support. The $5,000 limit applies separately to each child. For example, if you give birth to or adopt twins, you can request two distributions (up to $10,000 in total). Such withdrawals will be subject to state and Federal taxation, unless rolled over to another employer's tax-qualified plan or an IRA (see Questions 19 and 24).

A Participant who receives a Qualified Birth or Adoption Withdrawal may recontribute all or a portion of the withdrawal to the Plan, provided that the Participant is eligible to make a rollover contribution to the Synopsys Plan at the time the Participant wishes to make the recontribution.

Viewlogic Plan, Avant! Plan and InnoLogic Plan Employee After-Tax Contributions. After-tax employee contributions (other than Roth 401(k) Deferrals and Roth Catch-Up Deferrals) are not permitted under the Synopsys Plan. However, such contributions were permitted in the Viewlogic Systems, Inc. 401(k) Savings Plan (the "**Viewlogic Plan**"), the Avant! Plan and the InnoLogic Plan. After-tax employee contributions accounts may exist for certain former participants in those plans whose accounts were transferred to the Synopsys Plan. Such accounts are always 100% vested. A participant with such an after-tax contribution account may request a withdrawal from that account at any time.

Military Leave. Employees called to active military duty may be entitled to request withdrawal or distributions in connection with such military duty. Please see Question 30 for more information regarding your Synopsys Plan account while on military leave.

Qualified Reservist Withdrawal. If you are a reservist or national guardsman (as defined in the U.S. Code) who is ordered or called to active duty for a period in excess of 179 days or for an indefinite period while you are employed by the Employer, you may request a withdrawal from your Elective Deferral accounts in the Synopsys Plan. Any amounts distributed will not be subject to the 10% Federal early withdrawal penalty. Following your active duty you may repay the amounts withdrawn, but the repayment must be to an IRA and must be made within 2 years from the end of your active duty period.

Military Service Distribution. If you are on active duty for a period in excess of 30 days, you will be considered to have terminated your employment with the Employer, solely for purposes of permitting you to request a distribution from your Synopsys Plan account. If you receive such a distribution that includes amounts in your Elective Deferrals account, you may not make Elective Deferrals to the Synopsys Plan for a period of 6 months following your receipt of the distribution. Please see Questions 17 through 23 for general information regarding distributions from the Synopsys Plan.

26. MAY I BORROW FROM THE SYNOPSYS PLAN?

(a) Administration. In accordance with the terms of the Synopsys Plan, the Committee is responsible for determining interest rates and otherwise making any determination or decision relating to loans from the Synopsys Plan.

(b) Loan Application. Any individual who has an account balance under the Synopsys Plan and who is currently employed by the Employer or who is otherwise a "party-in-interest" as defined in ERISA Section 3(14), and who otherwise qualifies under the conditions described in this Question, may apply for a loan from the Synopsys Plan (an "**applicant**").

All applications shall be made though an electronic authorization system available through the Fidelity Retirement Benefits Line at (800) 835-5095 or by accessing Fidelity's NetBenefits Website at www.401k.com. If the loan is approved, a check and loan documentation will be mailed directly to the address on file for the applicant (generally, the applicant's residence) in approximately 3 - 5 business days (*please note, due to additional documentation requirements, additional time may be involved in funding a residential loan*).

(c) Number of Loans Outstanding. No applicant shall have more than 1 loan from the Synopsys Plan outstanding at any time. A current loan must be paid in full before applying for a new loan.

(d) Loan Amount. No loan shall be approved for an amount less than $1,000. In addition, no loan shall be approved in an amount that, when added to the outstanding balance of all other Synopsys Plan loans to that applicant, exceeds the lesser of (i) 50% of the applicant's vested account balance, as reflected by the books and records of the Synopsys Plan, or (ii) $50,000, reduced by the difference between the highest outstanding balance of loans to the applicant under the Synopsys Plan during the 1-year period ending on the day before the date on which the current loan will be made and the applicant's outstanding balance loans from the Synopsys Plan on the date the current loan will be made.

(e) Interest. Interest rates must be commensurate with the prevailing rates of commercial lenders for similar loans and shall be determined by the Committee. The interest rate for each loan is set at the time of the loan application and is fixed for the duration of the loan.

(f) Loan Term. General purpose loans may not have a term for repayment in excess of 5 years. If the loan is for the purpose of acquiring a dwelling unit that, within a reasonable time, will be used by the applicant as his or her principal residence, the term for repayment may be as long as 15 years. Reasonable substantiation of the purpose of the loan must be provided before a loan with a repayment term in excess of 5 years will be granted.

(g) Adequate Security. All loans under the Synopsys Plan shall be adequately secured. An applicant shall secure a loan with an irrevocable pledge and assignment of 50% of the applicant's Synopsys Plan account balance.

(h) Promissory Note. Every loan shall be documented by a promissory note. Utilization of the applicant's PIN and endorsement of the loan check shall act as execution of the promissory note and acceptance of the terms of the loan.

(i) Accounting for the Loan. Subject to any restrictions on withdrawals from a particular investment fund, loan proceeds will be taken pro rata from the investment fund or funds in which the applicant's Synopsys Plan account balance is invested. As a loan is repaid, an applicant's payments will be allocated to the investments he or she has selected under the Synopsys Plan on a pro rata basis, based on the investment election in effect for new contributions on the date a payment is deposited to the Synopsys Plan.

(j) Loan Payments. Loan payments shall be fully amortized over the term of the loan, and principal and interest shall be payable each paycheck. All scheduled loan payments by applicants currently on the Employer's payroll (other than those on an approved leave of absence) must be made by payroll deduction from the applicant's paychecks.

(k) Suspension of Loan Payments. If approved, payments may be suspended for a period not exceeding 1 year (or possibly longer in the case of certain military leaves) that occurs during an approved leave of absence. No such suspension shall extend the term of the loan, interest shall continue to accrue, and upon resumption, the amortization shall be recalculated to assure payment of the entire loan by a date that is not less than 5 years from the original due date (15 years in the case of a principal residence loan, or possibly longer than 5 or 15 years, as applicable, in the case of certain military leaves – see paragraph (q) for a discussion of the rules relating to loans for applicants on a qualified military leave).

(l) Prepayment. Once granted, a loan may be prepaid partially or in full, without penalty, at any time. Any such payment must be by cashier's check, money order, or by electronic ACH payment from the applicant's bank account. In order to make payment electronically from an applicant's bank account, the applicant must provide payment instruction and authorization to Fidelity. A terminated applicant may prepay an outstanding loan in whole prior to the loan's default (see paragraph (m)). Any prepayment must be by cashier's check, money order, or by electronic ACH payment from the applicant's bank account and must be received by Fidelity on or before the date on which the loan would otherwise be deemed to be in default (see paragraph (m)). The prepayment, inclusive of interest, shall first be credited back to the applicant's loan account and then shall be transferred to the applicant's account that provided funding for the loan, to be invested according to the applicant's latest investment election. In no event may any portion of such prepayment be treated as a new or current contribution made by the applicant to the trust fund for any purpose under the Synopsys Plan other than repayment of the loan.

(m) Default. If a scheduled payment is missed, a default will occur after 90 days unless the amount in arrears is paid in full. A default will result in a taxable distribution to the applicant of the entire outstanding amount of the loan. However, if the applicant is still employed by the Employer and if any portion of the loan consists of amounts attributable to Elective Deferrals, a default will be deemed a taxable event instead of a distribution. In that event, foreclosure of the loan against an applicant's vested account balance will be delayed until the applicant's termination of employment or earlier entitlement to a distribution from the Synopsys Plan. Also, if a defaulted loan consists of amounts attributable to Elective Deferrals, then solely for purposes of determining the limits under paragraph (d) above, interest will continue to accrue until such defaulted loan amount plus accrued interest is repaid.

(n) Termination of Employment. Upon termination of employment with the Employer, an applicant may request a rollover of an outstanding loan that is not currently in default to an eligible employer's plan, provided that the eligible employer consents to such rollover (please note that an IRA *is not permitted to* accept a loan rollover). You also have the additional option of continuing to make your loan payments. Please contact Fidelity to request the necessary form to continue your payments via ACH. If you wish to utilize this option, you must leave your balance within the Plan during the time you are making payments. You may continue making these payments for the life of your loan, per the original amortization schedule. If you choose this option, the loan will be considered to be in default if any periodic payment is not remitted by 90 days after the payment was due. If you have any additional questions on this process, or if you do not receive the necessary ACH form within 60 days of your termination date, please contact the Fidelity Retirement Benefits Line at (800) 835-5095. If you do not set up ACH payments and your loan is not rolled over to an eligible employer's plan or repaid in full prior to the date on which default occurs (see paragraph (m), the Trustee will reduce the amount of the applicant's Synopsys Plan account balance by the amount of the outstanding loan (including interest accrued but unpaid).

(o) Loan Treated as Directed Investment. In accordance with the terms of the Synopsys Plan, the Committee shall treat any loan made pursuant to this Question 26 as an applicant's direction of investment of a portion of his or her Synopsys Plan account balance. The applicant's account alone shall share in any interest paid to the Synopsys Plan on the loan, and it alone shall bear any expense or loss that occurs in connection with the loan.

(p) Expenses. A reasonable application fee, as well as any reasonable ongoing expenses or costs incurred by the Synopsys Plan as a result of any loan granted hereunder may be charged to the applicant. The Committee may make reasonable estimates of such costs. Currently, a $50 set-up fee and no ongoing loan administrative expenses are being charged to applicants.

(q) Military Leave. If an applicant is on a leave of absence due to qualifying military service (as defined in 38 U.S.C. chapter 43), loan repayments may be suspended for the entire period of military leave as permitted by Code Section 414(u)(4). Interest will continue to accrue during a suspension period and the loan will be reamortized at the end of the suspension period over the remaining term of the original loan plus the number of months within the suspension period, even though the term of the loan may extend beyond the 5-year limit. Moreover, the term of the loan may be extended to the latest permissible term of the loan (e.g. 5 years for a general purpose loan or 15 years for a residential loan) plus the period of military leave. In addition, pursuant to the Servicemember's Civil Relief Act of 2003, no more than a 6% annual interest rate may be charged on the loan during the period of military service. If you wish to make loan payments while you are on a military leave, please contact Fidelity to request the necessary form to continue your payments via ACH.

(r) Responsibility for Repayment. Clerical or administrative errors on the part of the Employer, the Committee or Fidelity are not an excuse for failure to comply with these requirements. Applicants should immediately advise the Committee of any errors in the amount or terms of any loan, or of any failure to properly withhold loan payments from the applicant's paycheck.

27. MAY I ASSIGN OR TRANSFER MY ACCOUNTS PRIOR TO DISTRIBUTION?

In general, your interest in the Synopsys Plan cannot be subject to a claim against you, or attached or subject to garnishment or other legal process by a creditor, and you generally cannot sell, assign or transfer your interest in the Synopsys Plan before it is distributed to you. However, your interest in the Synopsys Plan can be reduced due to:

- Federal tax levies and executions on Federal tax judgments against you;
- payments made in satisfaction of the rights of an alternate payee pursuant to a qualified domestic relations order (see Question 28); or
- a judgment or settlement against you, as specifically provided for in the Code or by Court order, in which you agree to relinquish your interest in the Synopsys Plan or you are required by law to relinquish your interest in the Synopsys Plan.

28. WHAT IS A QUALIFIED DOMESTIC RELATIONS ORDER?

A domestic relations order is a court order that creates or recognizes the right of an alternate payee (for example, your former Spouse or child) to all or a part of your Synopsys Plan benefits. While ERISA generally protects Synopsys Plan benefits from creditors (as discussed in Question 27), a domestic relations order that meets certain requirements is an exception. The Administrator must notify you if the Synopsys Plan receives a domestic relations order that affects your account and must also determine, within a reasonable time, if that order is a qualified domestic relations order (a "**QDRO**"). You and each alternate payee will be notified of the decision. If the Administrator determines that a domestic relations order is a QDRO, and if the QDRO allocates a portion of your Synopsys Plan account to an alternate payee, a separate Synopsys Plan account will be established for the alternate payee that will hold his or her portion of your account.

If the Synopsys Plan Administrator receives information that a domestic relations order is or may be pending against your account, a hold will be placed on your account. This means that you may not receive any form of withdrawal or distribution from your account (including a hardship distribution) and you may not receive a loan from the Synopsys Plan. However, if you have an existing loan at such time, your payments on that loan will continue. You will still be able to change your investment selections and increase, decrease or stop your Elective Deferrals. Please call the **Fidelity Retirement Benefits Line at (800) 835-5095** if you have questions or if you would like a copy of the Synopsys Plan's QDRO procedures.

29. WHO ADMINISTERS THE SYNOPSYS PLAN?

Synopsys, Inc. is the Administrator of the Synopsys Plan. However, the Administrator may designate other persons to assume certain administrative responsibilities in connection with the Synopsys Plan. The Administrator has sole discretionary authority to construe and interpret the terms and conditions of the Synopsys Plan, and to determine eligibility and the amount, manner and time of payment of any benefits thereunder.

30. DO I HAVE SPECIAL RIGHTS IF I AM ON MILITARY LEAVE?

The Synopsys Plan complies with the requirements of the Uniformed Services Employment and Reemployment Rights Act of 1994 ("**USERRA**") and other related laws regarding your qualified military service. If you are on a USERRA military leave, your contributions, benefits and service credit may be affected under the Synopsys Plan. Specifically:

- you may be eligible to make additional Elective Deferrals from your post-leave pay which you otherwise may have made to the Synopsys Plan but for the period of military leave;
- Pre-Tax 401(k) Deferral and Roth 401(k) Deferral make-up contributions are eligible to receive Matching Contributions;
- you may be able to suspend payments on any Synopsys Plan loan during the period of your military leave and receive an extended period to repay the loan;
- the interest rate on any outstanding loan may be adjusted for the period of your leave (see Question 26, item (q) for more information on loans while on military leave); and
- you may be entitled to certain withdrawals or distributions from the Synopsys Plan (see Question 25 for more details).

In order to preserve your military benefits under the Synopsys Plan, you are required to return to employment with the Employer within certain time periods following your military leave. However, if you should die while on military duty, then for purposes of the Synopsys Plan you will be considered to have returned to employment with the Employer on the day prior to your death. In addition, if you fail to return to active employment with the Employer within the required time periods due to your death or disability (see Question 15), then for purposes of the Synopsys Plan you will be considered to have returned to active employment with the Employer on the day immediately prior to your death or disability and then terminated employment as a result of death or disability.

As noted above, your rights under USERRA are subject to certain conditions and time restrictions. Therefore, you should contact the Synopsys Plan Administrator, who may be reached at the address and phone number shown in Question 36, before commencing leave and as soon as you return to employment.

31. WHAT DO I DO IF I BELIEVE I AM ENTITLED TO BENEFITS THAT I HAVE NOT RECEIVED?

Distribution of your benefits under the Synopsys Plan will normally be made as described in Question 17. However, if you do not receive a distribution to which you believe you are entitled, then you may file a claim in writing with the Administrator for any unpaid benefits.

Any lawsuit or other court action for benefits must be filed no later than one (1) calendar year after receipt of the final claim denial (as explained below), or, if earlier, more than four (4) calendar years after the facts or event's giving rise to your claim regardless of any state or federal statues establishing provisions relating to limitations on actions, and must be filed in the Northern District of California.

Procedures for Benefit Claims:

If you or your representative submit a written claim for a benefit (other than a benefit due to disability) under the Synopsys Plan and your claim is denied in whole or in part, the Administrator will notify you in writing of such denial within 90 days after the claim is received, unless special circumstances require an extension of up to 90 more days, in which case you will be notified in writing of the extension, the special circumstances requiring the extension and the date by which the Administrator expects to render its decision. The denial notice will include:

- the specific reason(s) for the denial;
- references to the specific Synopsys Plan provision(s) on which the denial was based;
- a description of any additional material or information that is necessary to perfect the claim and an explanation of why such material or information is necessary; and
- a description of the Synopsys Plan's procedures for appealing the denial.

If you disagree with the Administrator's decision, you or your representative have 60 days from the receipt of the original denial notice to appeal the decision. This appeal must be in writing and sent to the Synopsys Plan Administrator, at the address and phone number shown in Question 36.

You or your representative have the right to review (upon request and at no charge) all documents and other information relevant to your claim and to submit written comments, documents and other information relating to your claim. The Administrator will notify you in writing of its decision within 60 days after it receives your appeal, unless special circumstances require an extension of up to 60 more days, in which case you will be notified in writing of the extension, the special circumstances requiring the extension and the date by which the Administrator expects to render its decision. If your appeal is denied, the Administrator will give you written notice that includes:

- the specific reason(s) for the denial;
- references to the specific Synopsys Plan provision(s) on which the denial was based;

- a statement that you will be provided, upon request and free of charge, reasonable access to, and copies of, all documents and other information relevant to your claim; and

- a statement regarding your right to bring an action under Section 502(a) of ERISA.

Temporary Extension of Plan's Claims and Appeals Deadlines: Guidance issued by the U.S. Department of Labor addressing the COVID-19 pandemic extends your deadline to file, or an appeal of a denied, claim under the Synopsys Plan until the earlier of: (i) the end of the "Outbreak Period," which is the period that ends sixty (60) days after the end of the COVID-19 national emergency period; or (ii) one (1) year from your original deadline to file a claim or an appeal. ***This is a temporary extension***. Once this period has expired, you will be subject to the normal claims and appeals procedure as described above.

32. CAN THE SYNOPSYS PLAN BE AMENDED OR TERMINATED?

Yes. Synopsys reserves the right to amend or terminate the Synopsys Plan at any time and for any reason. Your entire account will be 100% vested and cannot be forfeited if the Synopsys Plan is terminated. If the Synopsys Plan is terminated, and if the Employer does not maintain another defined contribution plan, your account will be paid to you in accordance with the distribution provisions of the Synopsys Plan.

33. WILL MY ACCOUNT BE CHARGED FOR EXPENSES OF PLAN ADMINISTRATION OR TERMINATION?

The Plan provides that fees and expenses of the Administrator, the Committee, and/or the Trustee incurred in the performance of their duties to the extent permitted by law will be charged against participant accounts unless the Employer elects to pay such expenses. Generally, there are three types of plan expenses that may apply to your Synopsys Plan accounts: (1) Synopsys Plan administration fees, (2) investment fees, and (3) fees for individual services. The payment of any expenses by the Synopsys Plan generally will reduce the amount of your benefits available under the Synopsys Plan.

(a) *Plan Administration Fees.* Synopsys Plan administration fees include fees necessary for the day-to-day operation of the Synopsys Plan, such as plan recordkeeping, accounting, legal and trustee services. These fees may also include additional services such as telephone voice response systems, access to a customer service representative, educational seminars, electronic access to plan information, daily valuation, and online transactions. The fee is currently $25 per quarter ($100 annually) and will be deducted from your account in the month following the end of each quarter. The annual fee is the same for all participants and is not impacted by your account balance or the investments you have chosen. The fee will appear as a separate line item on your quarterly account statement. If you elect distribution of your entire account balance, you will be charged any remaining portion of the annual fee at the time of distribution. You will be notified if the amount of the Synopsys Plan administration fees are changed.

(b) *Investment Fees.* The largest component of fees is associated with your investment selections. These fees are discussed in Question 11. Investment fees are ordinarily assessed as a percentage of assets. These fees are paid by you in the form of an indirect charge against your account because they are deducted directly from your investment returns.

Your net total return for a specific investment option is your return after these fees have been deducted. There are several different types of investment fees that may apply to your investment selections: sales charges, also known as loads or commissions (*i.e.,* front-end load, back-end load, deferred sales charges or redemption fees), investment advisory or management fees, 12b-1 fees, and other investment-related fees. You can find out more information about investment fees by reviewing the investment information for each investment option (*e.g.,* the prospectus for the fund). ***We strongly encourage you to review the investment information for each investment alternative available under the Synopsys Plan***.

(c) *Individual Service Fees.* In addition to overall plan administration fees, there may be individual service fees associated with optional features offered under the Synopsys Plan. Individual service fees may be charged separately to the accounts of those who choose to take advantage of a particular Plan feature. For example, Participants receiving a loan under the Synopsys Plan (see Question 26(p)) are charged a $50 loan set up fee at the time the loan is funded.

34. ARE MY BENEFITS INSURED?

No. The benefits under the Synopsys Plan are based solely upon contributions to your account and the earnings thereon. Consequently, the Pension Benefit Guaranty Corporation does not insure your benefits.

35. WHAT ARE MY RIGHTS UNDER ERISA?

As a participant in the Synopsys Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended ("**ERISA**"). ERISA provides that all plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Administrator's office and at other specified locations, such as worksites, all documents governing the Synopsys Plan and a copy of the latest annual report (Form 5500 Series) filed by the Synopsys Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration;

- Obtain, upon written request to the Administrator, copies of documents governing the operation of the Synopsys Plan and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies;

- Receive a summary of the Synopsys Plan's annual financial report. The Administrator is required by law to furnish each participant with a copy of this summary annual report; and

- Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age (age 59½) and, if so, what your benefits would be at normal retirement age if you stop working under the Synopsys Plan now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once every 12 months. The Synopsys Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Synopsys Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Synopsys Plan. The people who operate your Synopsys Plan, called "fiduciaries" of the Synopsys Plan, have a duty to do so prudently and in the interest of you and other Synopsys Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Synopsys Plan documents or the latest annual report from the Synopsys Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Synopsys Plan's decision, or lack thereof, concerning the qualified status of a domestic relations order, you may file suit in Federal court. **However, any such lawsuit or other court action must be filed no later than one (1) calendar year after receipt of the final claim denial, or, if earlier, more than four (4) calendar years after the facts or events giving rise to your claim, regardless of any state or federal statues establishing provisions relating to limitations on actions, and must be filed in the Northern District of California.** If it should happen that Synopsys Plan fiduciaries misuse the Synopsys Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds that your claim is frivolous.

Assistance With Your Questions

If you have any questions about your Synopsys Plan, you should contact the Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

36. GENERAL INFORMATION

Plan Sponsor Name, Address and Phone Number:	Synopsys, Inc. 690 East Middlefield Road Mountain View, CA 94043-4033 (650) 962-5000
Plan Sponsor Federal Identification Number:	56-1546236
Plan Name:	Synopsys 401(k) Plan
Plan Number:	001
Original Effective Date:	January 1, 1990
Most Recent Restatement Effective Date:	January 1, 2018
Plan Year:	January 1 through December 31
Plan Administrator:	Synopsys, Inc. Attn: 401(k) Administrator 690 East Middlefield Road Mountain View, CA 94043-4033 (650) 962-5000
Plan Trustee:	Fidelity Management Trust Company 82 Devonshire Street Boston, MA 02109 (800) 544-6666
Agent for Service of Process:	Legal process may be served on Synopsys's General Counsel (acting on behalf of the Synopsys Plan Administrator) at the address shown above for Synopsys. Legal process may also be served on the Trustee at the address shown above.
Type of Plan:	Profit sharing plan with a cash or deferred arrangement ("**CODA**") and matching contributions under Code Sections 401(a), 401(k), 401(m) and a tax exempt trust under Section 501(a).
Plan Document:	A copy of the Synopsys 401(k) Plan is available from the Synopsys Plan Administrator at the address shown above during regular business hours for inspection and copying.