

SYNOPSYS, INC.

SHORT TERM DISABILITY BENEFIT PLAN DECLINE COVERAGE ACKNOWLEDGEMENT FORM

By signing below, I hereby decline coverage under the Synopsys, Inc. Short Term Disability Benefit Plan (the "Plan").

I fully acknowledge and understand the following:

- I understand that by declining Short-Term Disability benefits, I will not have any disability benefit payments or salary during the period which I am not working due to my disability (up to 180 days). I understand that I will have to apply for Long Term Disability benefits if my disability extends beyond 180 days, which would only pay for benefits after the 180-day waiting period if granted.
- Synopsys, Inc. provides 4 weeks of salary continuation for Paid Family Care Leave and 8 weeks of salary continuation for Paid Parental Leave. I understand that by opting out of the Plan, there will be no Paid Family Leave benefits and my salary continuation will be reduced by PFL
- I understand I am voluntarily opting out of the Plan. I acknowledge that my decision to opt-out will remain in effect until I notify Synopsys, Inc. that I wish to opt back into the Plan.
- I may opt back into the Plan by submitting a written request to the Synopsys, Inc. Benefits Department. I understand I cannot opt back into the Plan mid-year, but that my request to opt back into the Plan will be effective January 1 of the year following the date of my request.

Please provide the information requested below and submit this signed acknowledgement form to the U.S. Benefits team by submitting a Benefits Question via My Synopsys.

PRINT NAME: _____

EMPLOYEE ID #: _____

SIGNATURE: _____

DATE: _____

Synopsys may terminate, withdraw or modify any benefit described in this document, in whole or in part, at any time and for any reason. This includes the right to change the eligibility requirements for coverage and the level of employer and/or employee contributions at any time. In addition, the descriptions of the benefits are not a guarantee of current or future employment or benefits. If there is a conflict between this document and the official plan documents, the official plan documents will govern.

