

Summary of Material Modifications

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

February 2025

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

Changes to Matching Contributions

The Employer may make discretionary Matching Contributions to the Plan based on your Pre-Tax Deferrals and/or Roth Deferrals, in an amount determined and a manner prescribed by the Board of Directors (or its authorized delegate) from time to time.

Effective February 1, 2025, Matching Contributions will be made in an amount equal to 100% of the first 6% of eligible pay that is contributed as Pre-Tax Deferrals and/or Roth Deferrals, up to a maximum Matching Contribution of \$7,500. The Matching Contributions will be made each pay period until the limit is reached. For example, if your eligible compensation is \$130,000 and you defer \$750 in Pre-Tax Deferrals and/or Roth Deferrals each pay period, you will receive Matching Contributions of \$300 each pay period until your Matching Contributions equal the lesser of 6% of \$130,000 (\$7,800) or \$7,500.

The above formula is effective February 1, 2025 and may continue to apply until changed by the Board of Directors (or its authorized delegate). You will be notified of any changes to future Matching Contributions. For more information on any terms referenced above, including Pre-Tax and Roth Deferrals and eligible compensation, please refer to the SPD or contact Fidelity.

Increase in Catch-Up Contribution Limit

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 and/or Roth Catch-Up Deferrals beginning on the January 1st of that year. The IRS dollar limit on the amount of Pre-Tax Catch-Up Deferrals and/or Roth Catch-Up Deferrals that can be made for the 2025 calendar year is \$7,500.

However, effective January 1, 2025, if you are or will attain age 60 to 63 at any time during a calendar year, you are eligible for an increased IRS dollar limit on the amount of Pre-Tax Catch-Up Deferrals and/or Roth Catch-Up Deferrals that can be made for the calendar year. You must be 60, 61, 62 or 63 on December 31st of the calendar year to be eligible for the increased catch-up limit. Once you turn 64, you revert to the standard age 50 catch-up limit. The increased dollar limit for the 2025 calendar year is \$11,250. The IRS may increase the standard and the increased catch-up limit in future years.

Additional Information

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