



Diversity Metrics



KPMG LLP
Mission Towers I
Suite 600
3975 Freedom Circle
Santa Clara, CA 95054

Independent Accountants' Review Report

The Board of Directors and Management
Synopsis, Inc.:

We have reviewed Synopsis, Inc.'s Consolidated Statements of Diversity Metrics and the accompanying notes (collectively, the Statements) for the year ended October 29, 2022. Synopsis, Inc.'s management is responsible for presenting the Statements in accordance with the criteria set forth in Notes 3 and 5 (the "Criteria"). Our responsibility is to express a conclusion on the Statements based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statements in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Statements are in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgement and consisted primarily of inquiries of management to obtain an understanding of the methodology used in deriving the metrics, recalculations of the metrics based on the Criteria, inspection of a selection of employee files, and performance of analytical procedures.

As described in Note 4, the Statements are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data, such as the reliance on individuals to self-report their gender and ethnic identities.

Based on our review, we are not aware of any material modifications that should be made to the Statements for the year ended October 29, 2022, in order for it to be in accordance with the Criteria.

KPMG LLP

Santa Clara, California
May 26, 2023

SYNOPSYS, INC.
CONSOLIDATED STATEMENTS OF DIVERSITY METRICS

Fiscal Year 2022

Employees by Gender	
Overall	
Men	75%
Women	25%
Undisclosed	<1%
Total	100%
Technical Roles	
Men	78%
Women	22%
Undisclosed	<1%
Total	100%
Non-Technical Roles	
Men	52%
Women	48%
Undisclosed	0%
Total	100%
People Managers	
Men	82%
Women	18%
Undisclosed	<1%
Total	100%
Senior Level Positions	
Men	88%
Women	12%
Undisclosed	<1%
Total	100%

See accompanying Notes to Consolidated Statements of Diversity Metrics.

Fiscal Year 2022	
U.S. Ethnic Diversity	
Overall	
Asian	50%
White	40%
Hispanic or Latino	4%
Black or African American	2%
Other	1%
Undisclosed	3%
Total	100%
Technical Roles	
Asian	57%
White	35%
Hispanic or Latino	3%
Black or African American	1%
Other	1%
Undisclosed	3%
Total	100%
Non-Technical Roles	
Asian	26%
White	58%
Hispanic or Latino	7%
Black or African American	3%
Other	2%
Undisclosed	4%
Total	100%
People Managers	
Asian	50%
White	42%
Hispanic or Latino	3%
Black or African American	1%
Other	1%
Undisclosed	3%
Total	100%
Senior Level Positions	
Asian	52%
White	40%
Hispanic or Latino	3%
Black or African American	1%
Other	1%
Undisclosed	3%
Total	100%

See accompanying Notes to Consolidated Statements of Diversity Metrics.

SYNOPSYS, INC.

NOTES TO CONSOLIDATED STATEMENTS OF DIVERSITY METRICS

Note 1: Description of Business

Synopsys, Inc. (we, our or us) provides products and services used across the entire silicon to software spectrum, from engineers creating advanced semiconductors to software developers seeking to ensure the security and quality of their code.

We are a global leader in electronic design automation software that engineers use to design and test integrated circuits, also known as chips. We provide software and hardware used to validate the electronic systems that incorporate chips and the software that runs on them. We also provide technical services and support to help our customers develop advanced chips and electronic systems. These products and services are part of our Design Automation segment. We also offer semiconductor intellectual property products, which are pre-designed circuits that engineers use as components of larger chip designs rather than designing those circuits themselves. These products and services are part of our Design IP segment. We are also a leading provider of software tools and services that improve the security, quality and compliance of software in a wide variety of industries, including electronics, financial services, automotive, medicine, energy and industrials. These tools and services are part of our Software Integrity segment.

We were incorporated in 1986 in North Carolina and reincorporated in 1987 in Delaware. Our headquarters are located in Mountain View, California. We have approximately 125 offices worldwide.

Note 2: Fiscal Year

Our Consolidated Statements of Diversity Metrics reflect our workforce as of the last day of the fiscal year ended 2022. Our fiscal year ends on the Saturday nearest to October 31 and consists of 52 weeks, with the exception that approximately every five years, we have a 53-week year. Fiscal year 2022 ended on October 29, 2022.

Note 3. Basis of Presentation

Metrics in the accompanying Consolidated Statements of Diversity Metrics are prepared with reference to Global Reporting Initiative (GRI) 405, Diversity and Equal Opportunity 2016 - Disclosure 405-1b. The same quantitative metrics are also presented with reference to Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standard for the Technology & Communications Sector, Software and IT Services industry (Version 2018-10) - TC-SI-330a.3. Refer to Note 5 for further definitions used in the calculation of the diversity metrics.

Note 4. Measurement Uncertainty

Diversity metrics, such as those disclosed in this statement, are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data, such as the reliance on individuals to self-report their information in our human resource management system.

Note 5. Employees

All disclosed diversity metrics include full-time and part-time employees and exclude contractors and temporary employees.

The gender diversity metrics represent the global workforce according to gender. For presentation purposes, "women" represent employees who have self-identified as "female" and "men" represent employees who have self-identified as "male" in the Company's human resource management system. Employees who elected to self-report as non-binary or elected not to self-identify are presented as "undisclosed".

"Technical Roles" include employees with pre-defined job families that are equivalent to engineering roles, as

detailed in the Company’s human resource management system. “Non-Technical Roles” include employees with pre-defined job families that are equivalent to non-engineering roles. “People Managers” include employees at any level designated in the human resource management system as managing one or more other employees. “Senior Level Positions” include employees designated in the human resource management system as grade 69 and above, these positions include professionals with deep expertise in their functional areas with titles of senior staff, senior managers and above. There is no tenure requirement.

The U.S. ethnic diversity metrics represent the U.S. workforce according to ethnicity as self-reported and recorded in our human resource management system. The self-reported categories include American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, or White. As reported in the U.S. Ethnic Diversity tables, “Other” includes those employees who self-reported as being either Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native or Two or More Races. Employees who elected to not self-identify are presented as “undisclosed”.