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SYNAPTICS SUSTAINABILITY REPORT

2025

Innovating Responsibly in the Intelligent Edge

Version 1.0 (Dec 2025 Release)

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CATALOG

Message from the CEO

As we release Synaptics' 2025 Sustainability Report, I'm proud to share how our company continues to evolve—innovating responsibly, growing thoughtfully, and embracing our role in building a more sustainable future. That evolution is grounded in the tangible progress we've made over the past year by strengthening our Corporate Governance & Sustainability (CGS) framework and embedding responsible business practices more deeply into how we operate and make decisions. These efforts mark an important step in aligning our long-term strategy with global sustainability goals and ensuring that responsible growth remains central to how Synaptics innovates and competes.

The commitment to responsible growth shapes every aspect of our business—from how we make decisions to how we design, build, and deliver technology. As a semiconductor solutions provider at the intelligent edge, we understand the vital role our technology plays in enabling a more connected and efficient world. We are committed to designing products that deliver exceptional performance while minimizing environmental impact across their lifecycle. By aligning innovation with purpose, we continue to advance low-power, high-efficiency solutions that reduce energy use, extend device longevity, and help our customers meet their own sustainability goals. Through this focus, Synaptics develops technology that performs efficiently and responsibly -minimizing its footprint while maximizing value for our customers and communities.

Equally important, we continue investing in our people and communities, promoting a workplace built on inclusion, integrity, and shared purpose. The progress outlined in this report reflects the collective effort of our global team, whose dedication to doing what's right drives Synaptics forward every day.

We recognize that sustainability is not a destination but a continuous process of improvement, accountability, and collaboration. Our journey is gaining momentum as we strengthen our focus on transparency, responsible growth, and shared progress. Together, we will continue to build a more resilient and forward-looking Synaptics—one that creates enduring value for our customers, our people, and the global communities we serve.

Rahul Patel

Rahul Patel
President and Chief Executive Officer

Corporate Governance and Responsible Practices

Building Trust Through Integrity and Accountability

New for Synaptics

Advancing Responsible Business and Ethical Growth

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Synaptics continues to expand its sustainability, ethics, and corporate governance programs to support our long-term business objectives and stakeholder expectations.

Throughout the year, we strengthened our global sustainability strategy through new partnerships and governance enhancements designed to embed responsible business principles deeper into our operations and supply chain.

These advancements demonstrate Synaptics' commitment to transparency, accountability, and leadership in responsible innovation.

What's New

1.1 Responsible Business Alliance (RBA)

Synaptics joined the **Responsible Business Alliance (RBA)** as an Affiliate member, strengthening our commitment to responsible and ethical business practices across our global operations and value chain. The RBA is the world's largest industry coalition dedicated to supporting social, environmental, and ethical responsibility throughout the global electronics supply chain.

By aligning with the RBA Code of Conduct, Synaptics commits to uphold high standards of labor and human rights, health and safety, environmental protection, ethics, and management systems in our own operations and to promote these expectations across our supply chain.

As part of this commitment, Synaptics is integrating RBA principles into our supplier engagement and monitoring programs — working collaboratively with our partners to enhance transparency, strengthen human rights due diligence, and advance environmental sustainability throughout our global network.

New for Synaptics

Advancing Responsible Business and Ethical Growth

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What's New

1.2 Science Based Targets initiative (SBTi)

Synaptics joined the **Science Based Targets initiative (SBTi)**, reinforcing our commitment to take measurable action on climate change, and meeting yet another significant milestone in our strategic environmental goals.

SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis. Through this partnership, Synaptics is developing a **greenhouse gas (GHG)** emissions reduction target aligned with **the Paris Agreement goal of limiting global temperature rise to 1.5°C above pre-industrial levels.**

By engaging with the SBTi, Synaptics is ensuring that our climate strategy is grounded in the latest climate science and consistent with global efforts to achieve net-zero emissions. This milestone underscores Synaptics' broader sustainability vision — to innovate responsibly, operate efficiently, and contribute to a low-carbon future.

1.3 Corporate Affairs Council (CAC)

Our **Corporate Affairs Council (CAC)** oversees the company's strategic governance of non-financial matters that are critical to our long-term success, including our Corporate Governance and Sustainability programs (CGS), labor, ethics, corporate responsibility, public policy, AI responsible use, stakeholder engagement, and reputational risk.

The CAC is responsible for ensuring that Synaptics' corporate affairs framework remains aligned with our values and business strategy.

The CAC also monitors evolving external trends and stakeholder expectations and provides oversight of key compliance and corporate affairs initiatives across the enterprise. In so doing, the Council helps drive integrated decision-making, communicates transparently with our stakeholders, and supports the company's commitment to responsible growth.

AI Use

Responsible Innovation in Practice

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At Synaptics, we recognize that **artificial intelligence (AI)** and **machine learning technologies** must be developed and deployed responsibly to ensure they serve people, society, and our business with integrity. Our AI Responsible Use program provides a framework for the ethical, transparent, and secure use of AI across our operations.

The program is anchored by our **AI Use Policy**, which establishes clear principles for fairness, accountability, human oversight, and data privacy. Synaptics provides mandatory employee training to promote awareness and understanding of responsible AI practices, emphasizing that technology must be used in ways that align with our corporate values and compliance standards.

Program oversight is provided by a cross-functional governance committee, which monitors adherence to policy, evaluates emerging AI risks, and ensures continuous improvement as technology evolves. This oversight extends to our Board of Directors through the Nominations and Corporate Governance Committee, which receives regular updates and provides strategic guidance on AI governance and ethical use.

Through this program, Synaptics seeks to harness the potential of AI responsibly—advancing innovation while safeguarding trust, security, and ethical standards.

Fairness · Accountability · Oversight · Privacy

Health and Safety

Ensuring a Safe, Healthy, and Supportive Workplace for All

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At Synaptics, we are committed to maintaining a safe, healthy, and supportive workplace for all employees and contractors.

Our Injury and Illness Prevention Program (IIPP) establishes the framework for managing health and safety across our operations and ensures that we meet or exceed applicable regulatory requirements.

The program emphasizes proactive risk assessment, hazard control, employee training, emergency preparedness, and regular program review to promote continuous improvement.

In fiscal year 2024, Synaptics experienced zero recordable or reportable workplace injuries, reflecting our focus on prevention, accountability, and shared responsibility for safety at every level of the organization.

Each facility maintains site-specific safety plans aligned with the IIPP to monitor compliance and address potential risks promptly.

Synaptics also supports practices that promote employee well-being, including reasonable work hours, ergonomics, and access to appropriate health and safety resources. Employees receive training tailored to their roles and are encouraged to raise safety concerns or improvement ideas without fear of retaliation.

We view health and safety as a continuous commitment—one that depends on vigilance, communication, and care for one another. Our aim is to ensure that everyone at Synaptics can perform their work safely, confidently, and with respect for their physical and mental well-being.

Safety Management Framework

Risk Assessment → Training → Prevention → Review → Improvement
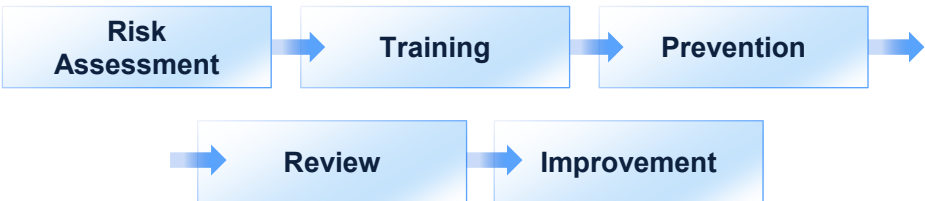
"Safety at Synaptics is everyone's responsibility — prevention begins with awareness."

Code of Conduct

Upholding Integrity, Ethics, and Accountability Across Synaptics

We are committed to conducting business ethically, lawfully, and with respect for human dignity across our global operations and supply chain. Our Code of Conduct establishes the standards expected of all employees, officers, and directors, and guides our day-to-day behavior, decision-making, and accountability. It includes requirements relating to integrity, compliance with law, avoidance of conflicts of interest, anti-corruption, data privacy, and respectful workplace conduct.

All employees receive training on the Code and are encouraged to raise concerns or report potential violations without fear of retaliation.

Complementing these internal standards, our **Supplier and Vendor Code of Conduct** sets expectations for our suppliers, vendors, and contractors.

The Code requires adherence to all applicable laws and emphasizes ethical business practices, responsible environmental stewardship, and respect for human rights and labor standards.
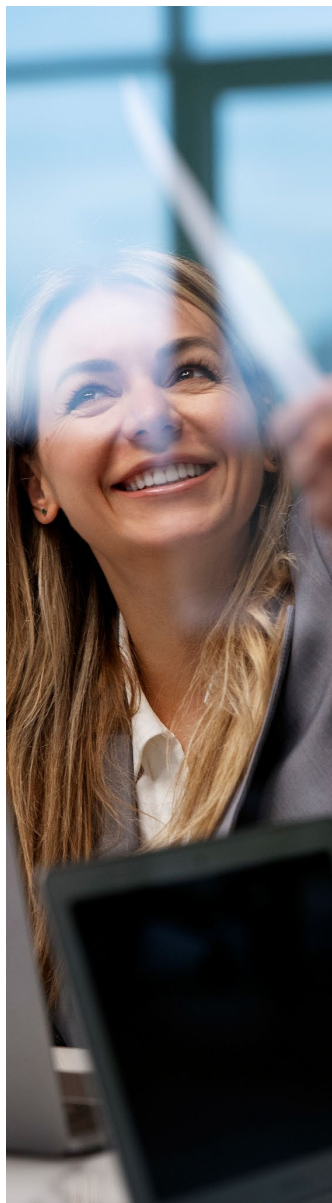
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Human Rights and Responsible Business Conduct

Embedding Respect, Fairness, and Dignity Throughout Our Value Chain

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Synaptics has expanded and formalized its **Human Rights and Labor Policy**, reinforcing our commitment to internationally recognized principles, including those reflected in the **Universal Declaration of Human Rights**, the **ILO Core Conventions**, and the **UN Guiding Principles** on Business and Human Rights.

We prohibit all forms of forced, bonded, indentured, or prison labor, and we do not tolerate child labor at any stage of employment or production. Employment at Synaptics must be freely chosen, workers must not pay recruitment or hiring fees, and reasonable working hours and fair compensation are core expectations.

These commitments are reinforced through governance oversight by our **Corporate Affairs Council**, which reviews related policies and implementation activities. Together, these policies reflect Synaptics' ongoing commitment to act with integrity, uphold human rights, and ensure that ethical conduct defines how we do business and whom we choose to do business with.

Integrity is not optional —

it's the foundation of how Synaptics operates globally

Code of Conduct Highlights

✓ **100% employee training completion**

✓ **Annual certification requirement**

✓ **Supplier Code of Conduct compliance review**

Whistleblower

Promoting Transparency, Trust, and Accountability

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At Synaptics, we maintain a strong culture of integrity and openness where employees and partners are encouraged to speak up about any potential violations of our **Code of Conduct**, company policy, or applicable laws. Building trust is essential to an effective ethics and compliance program, and that trust depends on the ability to raise concerns freely and without fear of retaliation. Synaptics strictly prohibits any form of retaliation against anyone who, in good faith, reports a concern or participates in an investigation.

Employees, contractors, and third-party partners can seek guidance or report potential issues through several confidential channels, including our global whistleblower hotline, which is available in multiple languages. Reports or questions can be submitted securely online or by phone and may be made anonymously where permitted by law.

When a concern is submitted, it is promptly reviewed by members of **Synaptics' cross-functional Whistleblower Committee** and the **Audit Committee Chair of our Board of Directors**. The team assesses the report and assigns qualified personnel to investigate and respond. The whistleblower platform also enables ongoing, anonymous two-way communication so that reporters can receive updates and additional questions can be addressed while maintaining confidentiality.

Through these mechanisms, Synaptics ensures that all concerns are handled consistently, fairly, and in alignment with our commitment to ethical business practices and accountability.

Whistleblower Process

1 Report → 2 Review → 3 Investigate → 4 Respond

Data Privacy and Information Security

Protecting Trust Through Secure and Responsible Data Management

We recognize that protecting personal information and safeguarding data integrity are essential to maintaining the trust of our employees, customers, and business partners.

Our approach to data privacy and information security is grounded in compliance with applicable global privacy laws and industry best practices, and it is supported by robust management systems and clear accountability across our organization.

Our headquarters and primary operations are certified to **the ISO 27001 Information Security Management System standard**, underscoring our commitment to systematic risk assessment, incident response, and continuous improvement.

Access to systems and data is managed on a least-privilege basis, and controls are regularly reviewed through audits, penetration testing, and employee training programs.

Our Data Protection and Privacy framework incorporates Data Processing Agreements (DPAs) with third parties, as well as **Data Protection Impact Assessments (DPIAs)** for higher-risk activities. These tools ensure that personal data is collected and processed lawfully, fairly, and transparently, and that appropriate safeguards are in place across all processing operations.

Synaptics also maintains formal incident response and breach-notification procedures, enabling prompt investigation, mitigation, and communication in accordance with applicable legal requirements.

Employees receive regular training on privacy and security awareness, emphasizing shared responsibility for protecting sensitive data.

Through these measures, Synaptics aims to ensure that information entrusted to us remains secure, confidential, and used only for legitimate business purposes—reflecting our broader commitment to integrity, accountability, and respect for individual privacy.

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Our People and Culture

Empowering Talent, Fostering Growth, and Building Belonging

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Employees – Engagement

Empowering Employees Through Connection, Collaboration, and Shared Purpose

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8. Employees – Engagement
9. Employees – Training

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At Synaptics, we believe that an engaged and empowered workforce is essential to our success. We conduct regular employee engagement surveys to gather meaningful feedback and ensure that our work environment continues to support collaboration, innovation, and individual growth.

Our culture is shaped by how we work together—through **respect**, **communication**, and **shared accountability** for results.

In our most recent global survey, **91%** of employees participated, providing valuable insights into our strengths and areas for improvement.

We were pleased to see exceptionally strong scores in teamwork, alignment, and involvement, reflecting our employees' high level of commitment to our shared goals.

The survey was administered and analyzed by an independent third-party research firm to ensure confidentiality and objectivity. Responses were reviewed in aggregate, and results were shared with employees across the organization.

Based on the feedback, we developed targeted action plans to further strengthen the employee experience. These initiatives focus on enhancing communication, recognition, and professional development, and are designed to ensure that employee perspectives continue to inform our culture and business priorities.

91%
Participation

Employee Engagement Survey

Employees – Training

Developing Skills, Empowering Growth, and Building the Future Workforce

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As part of Synaptics' long-term commitment to developing our global talent, we continue to invest in programs that help employees expand their skills, strengthen performance, and grow their careers.

Through our **Learning Management System (LMS)**, employees have access to a wide range of online courses and resources aligned with Synaptics' core competencies and business priorities.

Our dedicated learning and development team works to ensure that employees receive training relevant to their roles— supporting both professional growth and operational excellence.

We are proud to foster a culture of continuous learning that empowers employees to advance their careers while contributing to the company's innovation and long-term success.

Community and Outreach

Creating Positive Impact Beyond Our Walls

Community Engagement

Making a Positive Impact in Our Local and Global Communities

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10. Community Engagement

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We are passionate about making a positive impact—both in our local communities and through global organizations that align with our social responsibility philosophy.

In addition to our corporate philanthropic efforts, through our **Chip In program**, every employee has the opportunity to participate directly in their community by using up to 16 hours of Volunteer Time Off (VTO) each year, nominating charities for corporate donations, or by participating in donation matching opportunities throughout the year.

2,600+
Volunteer Hours

20,000+
Families Fed

2,000+
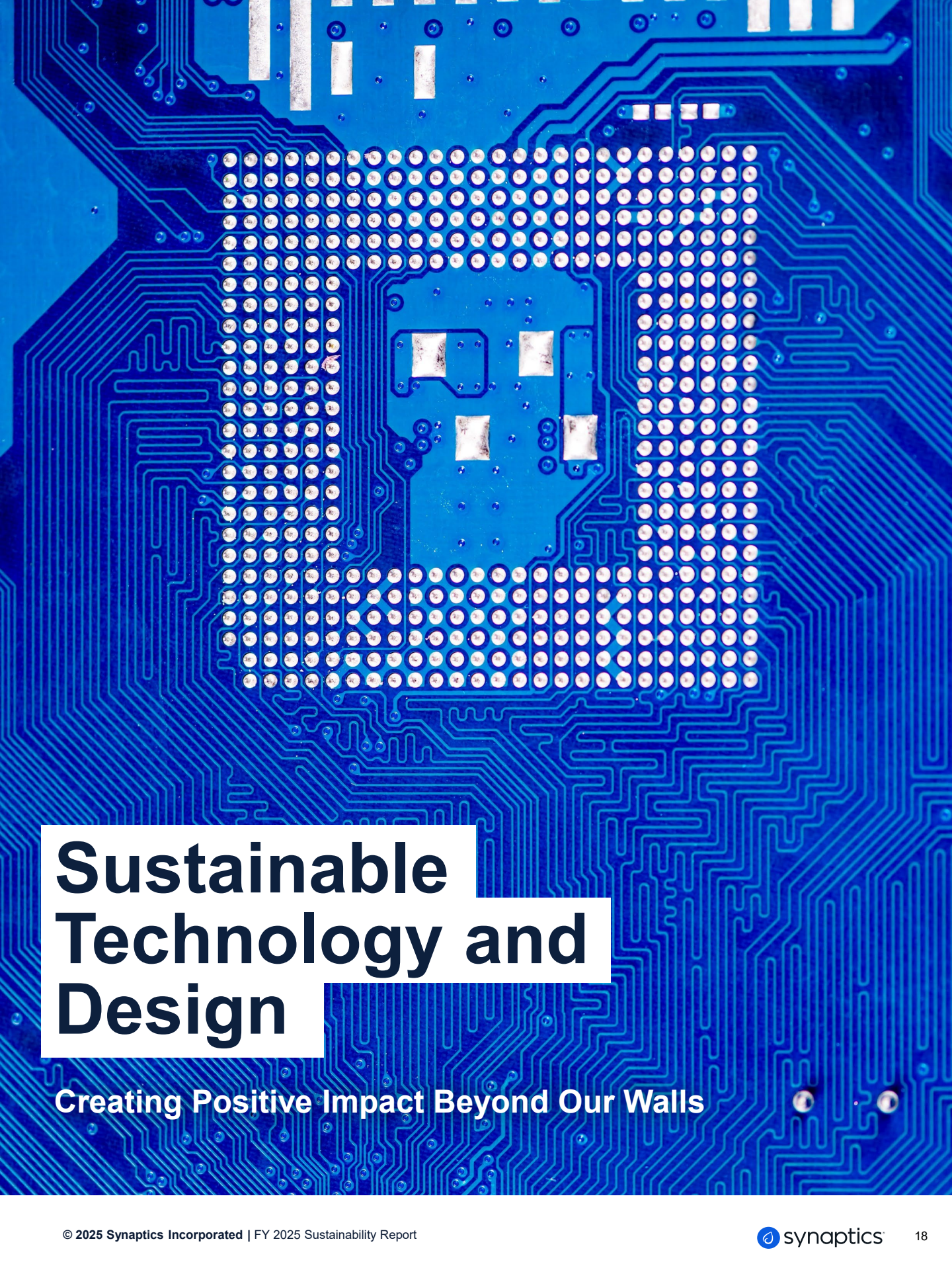Kilograms of Trash Collected

600
Trees Seeded

7,400+
Student Served

Sustainable Technology and Design

Creating Positive Impact Beyond Our Walls

Energy Efficiency and Low Power Design

Engineering Smarter, Lower-Power Solutions for a Sustainable Future

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11. Our Products: Energy Efficiency and Low Power Design

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We recognize that in an increasingly connected world, the cumulative energy consumption of our devices has a meaningful impact on environmental sustainability.

To address this, we embed energy-efficiency and low-power design as foundational elements of our product strategy. Our **ultra-low-power (ULP) platforms**, such as the SYN461x wireless SoC family, are architected from the ground up for minimal power draw—enabling longer battery life, fewer charging cycles, and reduced energy use overall.

Beyond the chip level, our systems-level design philosophy focuses on integration and optimization to reduce resource consumption and waste.

For example, our wireless SoCs integrate the radio front-end (PA/LNA/RF switches) into a compact package, which not only reduces the board-space and bill-of-materials (BOM) but also lowers the ancillary power overhead associated with discrete components. By lowering the system-level power footprint, we contribute to smaller, lighter devices that consume less energy during their lifecycle—from manufacture to daily use to end-of-life.

Energy Efficiency and Low Power Design

Engineering Smarter, Lower-Power Solutions for a Sustainable Future

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In sensors, IoT, wearables and Edge-AI devices where power is at a premium, our design ethos emphasizes power-gating, sleep-modes, and always-on ultra-low-power domains that monitor for events rather than operate continuously at full activity.

For instance, our Edge-AI processing platforms are optimized for low-power per inference, enabling devices to remain active for long periods without significantly increasing energy consumption. This approach helps reduce the environmental burden of always-on devices, which collectively can consume large amounts of energy in aggregate.

Finally, our commitment to environmentally friendly design does not stop at energy use; it is integrated into our product roadmap and strategic partnerships. We collaborate with industry leaders on open, low-power endpoint AI and connectivity ecosystems, ensuring that our innovations are aligned with broader sustainability goals.

Through ongoing investment in research and development, we seek to further reduce power consumption, support retrofits and upgrades in existing infrastructure, and enable our customers to achieve greener outcomes through smarter device design.

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Driving Sustainability Through Accountability and Measurable Action

Environmental Stewardship

Driving Sustainability Through Accountability and Measurable Action

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At Synaptics, environmental responsibility is central to how we innovate, operate, and grow. We are committed to transparency, measurable performance, and continuous improvement across all areas of environmental impact—from greenhouse gas emissions and resource efficiency to responsible product design and supply chain stewardship.

Through data-driven goals, third-party assurance, and alignment with global frameworks, Synaptics aims to minimize our environmental footprint and advance sustainability across the semiconductor value chain.

12.1 About This Report

We participate in CDP as part of our ongoing commitment to environmental responsibility and sustainable business practices. With CDP, we enhance our accountability, benchmark our environmental performance, and identify opportunities to reduce our carbon footprint and resource usage.

This proactive approach aligns with our dedication to combating climate change, preserving natural resources, and fostering a greener future for our planet. We achieved a "B" grade on our most recently scored Climate Change submission and a "B-" grade on our Supplier Engagement submission.

Environmental Stewardship

Driving Sustainability Through Accountability and Measurable Action

12.2 Key Metrics and Achievements (FY2024)

Metric	Result	Notes/ Targets
Scope 1 Emissions	262 metric tons CO_2e	Target: Reduce combined Scope 1 & 2 by 75% by 2030
Scope 2 (Market-based)	3,369 metric tons CO_2e	Target: Reduce combined Scope 1 & 2 by 75% by 2030
Renewable Electricity	43.5%	Target: 100% by 2030
Water Withdrawn	26.35 megaliters	Expanded water-risk screening using WRI Aqueduct
Hazardous Waste	5.04 metric tons	33% of total waste recycled; 76% non-hazardous waste diverted from landfill.
Recordable/ Reportable Injuries	**Zero**	Target: Maintain zero incidents; continuous IIPP improvements
Work Visa Population	6%	Global mobility for critical skills
ISO Certifications	San Jose HQ: ISO 14001, ISO 27001, Company ISO 9001	Environmental, Information Security, and Quality Management

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12.3 Climate and Energy

Synaptics recorded a modest year-over-year increase in Scope 1 and 2 emissions in 2024 due to improved measurement accuracy and expanded monitoring across facilities, resulting in more precise and transparent reporting. Fluctuations in market energy rates also contributed to the variance. Despite these adjustments, total combined emissions (Scopes 1, 2, and 3) declined versus the prior year, reflecting progress in energy efficiency, product design, responsible sourcing, and supplier engagement.

We continue to prioritize decarbonization across our operations. Synaptics has committed to set near-term, company-wide emission reductions in line with climate science with SBTi.

Our renewable-energy share reached 43.5 percent in FY2024, supported by facility-level procurement of renewable power and energy-efficiency upgrades. These include site-specific energy audits, transition to LED lighting, and optimization of HVAC systems across key offices and laboratories.

Synaptics will continue exploring opportunities to expand renewable energy sourcing and further integrate energy-efficiency measures across its footprint.

Through supplier engagement programs and RBA collaboration, Synaptics encourages upstream partners to adopt similar energy-reduction goals and disclose progress through CDP and SBTi frameworks.

Climate and Energy Highlights (FY2024):

43.5 % renewable electricity usage

Scope 1 & 2 tracking expanded

Supplier climate engagement through CDP program

2030 target: 75 % GHG reduction
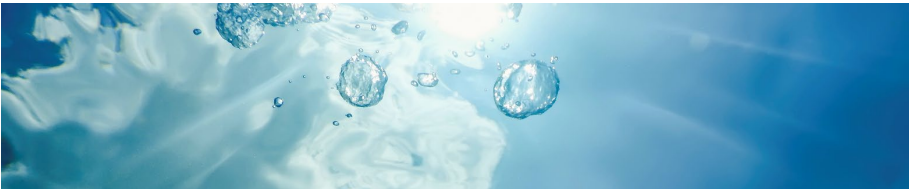
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12.4   Water and Waste

Water

Total water withdrawn in 2024 was **26.35 megaliters**. We expanded our environmental risk assessment to include water-related factors, using **WRI's Aqueduct** tool to evaluate facilities for chronic and acute risks including availability, stress, and quality. While water risks are not yet considered an immediate strategic priority for Synaptics, we recognize their growing importance and are evaluating water-resiliency measures to manage these risks effectively.

Our total water-withdrawal efficiency was **36.4 million USD per megaliter**, representing a ~7 percent year-over-year decrease in efficiency. We expect efficiency to stabilize or improve as data quality and facility controls continue to mature.

Waste

Non-hazardous waste diversion from landfill reached **76 percent** in 2024; hazardous waste represented approximately **6 percent** of total waste and includes e-waste, batteries, toner cartridges, and lab materials. In total, **33 percent of all waste was recycled.**

Our products do not contain substances that are classified as hazardous. Synaptics continues to improve its waste-management practices by enhancing recycling infrastructure, supplier collaboration, and employee engagement programs across global operations.

Environmental Stewardship Highlights
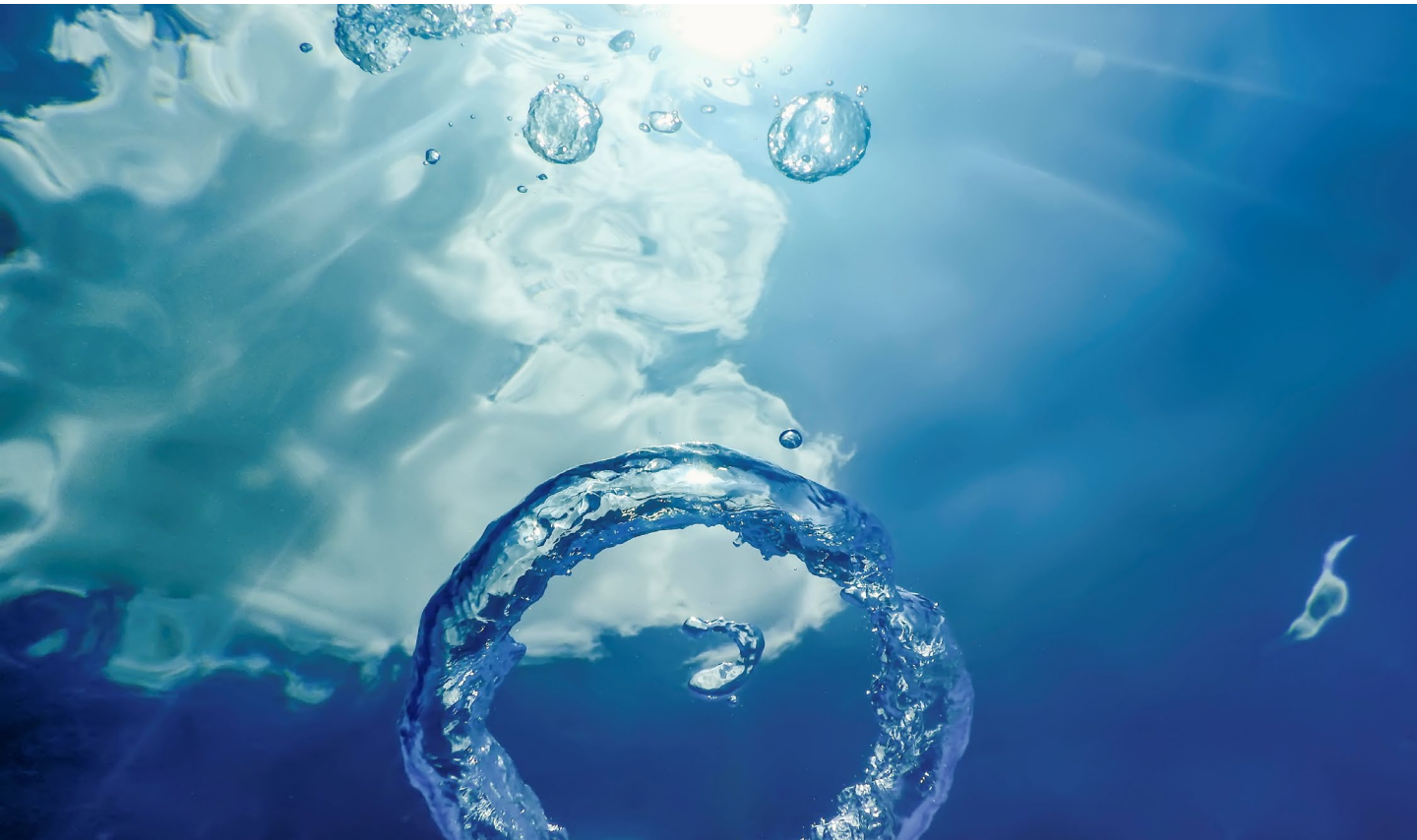
43.5%   Renewable Electricity

3,631   mtCO2e Scope 1+2 Emissions

26.35   ML Water Withdrawn

76%   Waste Diverted from Landfill

33%   Total Waste Recycled

0   Recordable Injuries

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12.5 Biodiversity and Ecosystems

Because Synaptics does not operate fabrication facilities, our direct interactions with natural habitats and biodiversity are inherently limited. Nevertheless, we recognize that climate change, energy consumption, and hazardous-substance management across the semiconductor supply chain all contribute to the overall health of ecosystems globally. Our actions—such as expanding renewable-energy use, improving operational efficiency, and holding suppliers to high environmental standards—help mitigate upstream impacts that could otherwise affect air, water, and soil quality. In this way, our sustainability programs indirectly support biodiversity protection and responsible stewardship of natural resources.

In line with our **Supplier and Vendor Code of Conduct**, we expect our manufacturing partners to operate in an environmentally responsible manner—minimizing adverse impacts on communities, natural resources, and the environment, while safeguarding health and safety.

Our renewable-energy share reached 43.5 percent in FY2024, supported by facility-level procurement of renewable power and energy-efficiency upgrades. These include site-specific energy audits, LED-lighting transitions, HVAC optimization across key offices and laboratories, and an environmental assessment survey for new site considerations, helping ensure that decisions about energy use and facility development reflect potential ecosystem and biodiversity sensitivities.

Synaptics will continue exploring opportunities to expand renewable energy sourcing and further integrate energy-efficiency measures across its footprint.

Through supplier engagement programs and RBA collaboration, Synaptics encourages upstream partners to adopt similar energy-reduction goals and disclose progress through CDP and SBTi frameworks.

"We rely on a responsible global supply chain to protect the ecosystems that sustain innovation."

Environmental Stewardship

Driving Sustainability Through Accountability and Measurable Action

12.6 Product Stewardship

Energy-Efficient Product Design

Our approach to product stewardship begins with efficiency and extends through the entire product lifecycle. Synaptics embeds sustainability considerations early in design. Prioritizing energy performance, component integration, and recyclability.

Rather than reiterating our design details outlined in Section 11, this focus emphasizes **design governance** and **sustainability integration** within our engineering process:

- Lifecycle assessments are conducted to identify environmental "hot spots."

- Energy use and materials impact are tracked through product development.

- Cross-functional design reviews ensure sustainability criteria are met before release.

This framework allows Synaptics to align innovation with environmental responsibility—delivering smarter, more efficient technologies while supporting global decarbonization goals.

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12.6 Product Stewardship

Energy-Efficient Product Design

Certain parts, spacers, coatings, and connectors used in Synaptics-enabled products necessarily contain critical materials essential to semiconductor functionality. These may present supply-chain, regulatory, and human-rights risks.

We assess and manage these risks within our **Enterprise Risk Management (ERM)** framework and **Supplier Risk and Resilience Program**. Our **Conflict Minerals & Cobalt Sourcing Policy** is aligned with the **Responsible Business Alliance (RBA)** Code of Conduct and the **Responsible Minerals Initiative (RMI).**

We require suppliers to conduct annual due diligence consistent with the **OECD Due Diligence Guidance** and to source only from smelters and refiners conformant with recognized audit programs (e.g., RMAP). Our Form SD for the calendar year ended December 31, 2024 confirms Synaptics' good-faith Reasonable Country of Origin Inquiry concerning 3TG and cobalt.

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Product Lifecycle Sustainability Model

Design → Materials → Manufacture →

→ Use → Reuse/Recycle

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12.7 Performance Targets and Roadmap

Building on recent achievements, Synaptics has set the following targets to guide continued improvement:

 Reduce combined, absolute Scope 1 & 2 GHG emissions by 75 percent by 2030 (from baseline).

 Source 100 percent of electricity for global facilities from renewable sources by 2030.

 Achieve 95 percent diversion of waste from landfill at in-scope facilities by 2030.

 Submit a near-term, science-based emissions-reduction target by 2026 for SBTi validation, including Scope 3 focus.

These commitments align Synaptics with global climate-action frameworks such as the **Science Based Targets initiative (SBTi),** the **CDP,** and the Responsible Business Alliance (RBA). Progress toward these goals is measured annually through verified reporting, assurance readiness reviews, and supplier-engagement metrics.

Our roadmap emphasizes transparency, accountability, and continuous improvement. We will continue expanding renewable-energy procurement, enhancing data-collection accuracy, and strengthening supplier partnerships to accelerate decarbonization and resource efficiency across our value chain.

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About This Report

This report presents Synaptics' environmental, social, and governance (ESG) performance for **Fiscal Year 2025**, covering the period **January 1, 2024, through December 31, 2024**. Unless otherwise stated, the data includes all global operations where Synaptics has financial and/or operational control.

Synaptics aligns its reporting with leading global sustainability disclosure frameworks to ensure accuracy, comparability, and transparency. In accordance with the GHG Protocol Corporate Standard, the company applies the **operational control method** for determining organizational boundaries and reporting emissions. The report integrates data and methodologies consistent with:

- **Carbon Disclosure Project (CDP)**

- **AA1000 Assurance Standard v3 (AA1000AS)**
    - Data related to greenhouse gas emissions, energy consumption, waste generation, and water use were reviewed by **ISOS Group Inc**. in accordance with AA1000AS v3.

- **World Resources Institute (WRI) GHG Protocol**

- **Responsible Business Alliance (RBA) Code of Conduct**

- **Sustainability Accounting Standards Board (SASB) – Semiconductors Standard**

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Reporting Scope

Category	Scope / Boundary
Timeframe	January 1, 2024 – December 31, 2024
Operational Control	Synaptics Inc. global operations (offices, R&D, logistics)
Geographic Coverage	Americas, EMEA, and Asia-Pacific
Reporting Standards	ISO 14001, ISO 27001, ISO 9001
Data Verification	ISOS Group – Assurance Readiness Review (AA1000AS v3)

Assurance and Methodology

Greenhouse gas (GHG) emissions were calculated following the WRI GHG Protocol, including Scope 1 (direct), Scope 2 (indirect electricity), and Scope 3 (value-chain) categories.

Energy, water, and waste data were consolidated from site-level tracking systems and validated through internal reviews to ensure consistency and completeness.

Synaptics continues to improve data collection and tracking processes for greater precision and will expand external assurance coverage as part of its roadmap to science-based target validation through the SBTi.

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Framework Alignment

Referenced Frameworks	Alignment Summary
SASB (Semiconductors Standard)	Primary framework for ESG disclosures; aligns metrics with industry material topics.
CDP (Climate & Supplier Engagement)	Supports annual climate disclosure and supplier accountability; achieved "B" Climate and "B–" Supplier scores in FY2024.
RBA Code of Conduct	Guides responsible labor, ethics, and environmental practices in operations and supply chains.
SBTi (Science Based Targets initiative)	Framework for defining and validating emissions-reduction targets consistent with the 1.5°C pathway.
ISO Standards	ISO 14001 (Environment), ISO 27001 (Information Security), ISO 9001 (Quality).

Forward-Looking Statement

This report contains forward-looking statements, including climate- and sustainability-related goals, projections, and expectations. These statements are based on current assumptions and involve risks and uncertainties. Actual results may differ materially due to factors such as regulatory changes, market conditions, technological developments, and other external influences. Additional information concerning factors that could cause actual results to differ materially is included under "Risk Factors" in Synaptics' most recent Annual Report on Form 10-K and in other reports filed with the SEC. Synaptics undertakes no obligation to update forward-looking statements except as required by law.

Contact Us

For questions, feedback, or additional information regarding this report or Synaptics' sustainability initiatives, please contact:

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