

SYNOPSYS INC (SNPS)

2026 DEF 14A · filed 2026-02-19 · CIK 0000883241

Headline facts

CEO TOTAL PAY

\$19,605,963

Sassine Ghazi · 2025 · “ 28% YoY

CEO PAY RATIO ITEM 402(U)

210 to 1

Median employee: \$93,538

SAY ON PAY CD&A

91%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from SNPS's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
PANW Palo Alto Networks Inc	\$99,736,336	—	\$225,828	Compensation and People Committee
INTU INTUIT INC.	\$36,845,552	152 to 1	\$242,190	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Sassine Ghazi President and Chief Executive Officer	\$883,846	\$13,019,678	\$1,194,831	\$7,500	\$19,605,963
Shelagh Glaser Chief Financial Officer	\$600,000	\$4,339,893	\$438,105	\$9,500	\$6,887,534
Rick Mahoney Former Chief Revenue Officer	\$450,000	\$3,617,216	\$553,163	\$7,677	\$5,878,143
Dr. Aart J. de Geus Executive Chair of the Boardof Direc- tors	\$359,615	\$3,580,688	—	\$7,058	\$5,184,942
Janet Lee General Counsel and Corporate Secretary	\$119,501	\$3,000,109	\$89,136	\$438	\$3,209,183
John F. Runkel, Jr. Former General Counsel and Corpo- rate Secretary	\$450,000	\$1,663,965	\$331,898	\$8,115	\$3,029,082

CEO pay mix (latest year)

Base salary	5%
Cash incentive	6%
Equity	89%
Other	0%
At-risk	95%

Every fact above, traced back to filing text

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CEO pay ratio = 210 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“which amount was calculated in accordance with Item 402(c)(2)(x) of Regulation S-K. •The annual total compensation of Mr. Ghazi was \$19,605,963, which amount represents the total compensation reported for our Chief Executive Officer under the “Summary Compensation Table” for fiscal 2025. Based on the above, the ratio of the annual total compensation of our Chief Executive Officer to the annual total compensation of our median employee for fiscal 2025 is estimated to be 210 to 1. Assumptions and Methodology We selected October 31, 2025, the last day of fiscal 2025, as the date on which to deter...”

Median employee compensation = \$93,538

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio For fiscal 2025: •The annual total compensation of our median employee in fiscal 2025 was \$93,538, which amount was calculated in accordance with Item 402(c)(2)(x) of Regulation S-K. •The annual total compensation of Mr. Ghazi was \$19,605,963, which amount represents the total compensation reported for our Chief Executive Officer under the “Summary Compensation Table” for fiscal 2025.”

Say on pay = 91%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast approved our fiscal 2024 NEO compensation policies and proceduresü Equity Burn Rate Management.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“Compensation Committee Report**”*

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Compensation recovery policy, which provides for the recoupment of incentive compensation paid to executive officers in the event of a restatement of our financial statements”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on hedging and pledging of shares by our executive officers and directors to reduce risks to stockholder value”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“All employees, including our NEOs, and our directors are prohibited from engaging in hedging or pledging our stock as collateral for a loan or using margin accountsü No Repricing or Cash-out of Underwater Options”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"We maintain share ownership guidelines, which provide that individuals employed in specified positions should own certain levels of stock to align their interests with those of our stockholders, and to promote accountability and mitigate excessive risk taking in long-term decision making"