Synaptics
2024 Sustainability Report

Introduction

About Synaptics

Synaptics is a leading worldwide developer and fabless supplier of premium mixed signal semiconductor solutions that enable people to engage with connected devices and data, engineering exceptional experiences throughout the home, at work, in the car and on the go. We provide our customers with sensing, processing, and connecting solutions, which represent the three foundational elements of the Internet of Things, or IoT. We supply connectivity, sensors, and artificial intelligence, or AI, enhanced processor solutions to original equipment manufacturers, or OEMs, that design IoT products and devices for automobiles, enterprise workspace devices, virtual reality, smartphones, tablets, and notebook computers.

Headquartered in San Jose, California, Synaptics has 1,700 employees worldwide, with more than 70% in engineering roles. We are a publicly traded company on Nasdaq since 2002 and hold a growing portfolio of over 2,500 patents.

For additional information on our operating structure and ownership, please visit our 2023 Annual Report available on our corporate website.

About this Report

This report has been prepared in accordance with the Sustainability Accounting Standards Board (SASB) Semiconductors Standard, ensuring that our stakeholders receive transparent and industry-specific information regarding the environmental, social, and governance (ESG) factors most likely to impact our company's financial performance within the semiconductor sector. The SASB Standards identify industry-specific ESG risks and opportunities and provide associated metrics that can be used to measure, manage, and communicate ESG performance to stakeholders in a consistent, comparable, and reliable way.

Synaptics utilized SASB's Sustainable Industry Classification System® (SICS®) to identify the appropriate Standard to use for disclosure and is reporting under the Semiconductors Standard on the following topics deemed material to our specific business model. The topics are listed in the table below:

Topic	Code	Accounting Metric	Page Reference
Greenhouse Gas Emissions	TC-SC-110a.1	1) Gross global Scope 1 emissions and (2) Amount of total emissions from perfluorinated compounds	4
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	4

Topic	Code	Accounting Metric	Page Reference
Energy Management in Manufacturing	TC-SC-130a.1	1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	4
Water Management	TC-SC-140a.1	1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	5
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	5
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	6
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	6
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	6
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	7
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	7
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	7
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	8

Reporting Scope

This report discloses information for fiscal year 2023, which aligns with our financial reporting period beginning January 1, 2023 and ending December 31, 2023. ESG data for the identified material topics from Synaptics' businesses, and all twenty-two facilities have been consolidated in this report. Unless otherwise noted, the information contained in this report covers all global operations where we have financial and/or operational control.

Assurance

We engaged ISOS Group Inc. to perform assurance readiness of Scope 1, 2 and 3 GHG emissions, energy consumption, waste generation, and water consumption. ISOS Group is an independent professional services firm that specializes in sustainability reporting under the Global Resources Initiative (GRI), CDP, and GRESB and is a provider of external assurance services. ISOS Group is a Global Reporting Initiative Certified Training Partner for the United States and a CDP Silver Education and Training Partner in the United States

The engagement was conducted in accordance with the AccountAbility 1000 Assurance Standard v3 ("AA1000AS"). Greenhouse gas emissions were calculated using the industry accepted World Resources Institute Greenhouse Gas Protocol. As we continue to improve our tracking and data reporting from our facilities, we anticipate further refinement of our data collection process in future years.

Material Disclosure Topics

Greenhouse Gas Emissions

TC-SC-110a.1 - Gross Global Scope 1 emissions and amount of total emissions from perfluorinated compounds.

Our GHG emission data and discussion of strategy is presented below: Synaptics has chosen the operational control consolidation approach for the calculation of its scope 1 emissions.

Gross Global Scope 1	212.12 Metric tons CO2e
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Synaptics has successfully reduced Scope 1 emissions by 68%. Moving forward, we plan to establish an SBTi-validated emissions reduction target by 2026 and aim for 100% renewable energy across global facilities by 2030. This balanced strategy reflects strong short- and long-term commitments to managing and reducing emissions.

Synaptics has completed calculation of a Greenhouse Gas inventory inclusive of scope 1, 2 and 3. Our scope 2 market-based emissions were 2,942 MT, with our scope 3 emissions being 466,939 MT.

Energy Management in Manufacturing

TC-SC-130a.1 - Total energy consumed, percentage grid electricity, and percentage renewable.

Synaptics sources both grid electricity and renewable sources to enhance sustainability. Currently, 51% of our energy is sourced from renewables, underscoring our commitment to reducing environmental impact. Our energy management metrics are presented below:

Total Energy Consumed	11,494.84 MWh
Percentage Grid Electricity	49%
Percentage Renewable Electricity	51%

Water Management

TC-SC-140a.1 - Total water withdrawn, total water consumed, and percentage of each in regions with High or Extremely High Baseline Water Stress

Synaptics tracks water data across all facilities covering withdrawals. As this year is the first year of comprehensive data collection, water consumption is not being reported but will be assessed in future years.

Total Water Withdrawn	24.46 megaliters
Total water Consumed	n/a

Synaptics has indexed its facility locations with the WRI aqueduct assessment tool and has confirmed that it does not engage in intensive water withdrawals at any of its locations that are within areas of high water stress. Furthermore, 60% of total water Withdrawals are at Low-Medium water stressed areas.

Waste Management

TC-SC-150a.1 - Amount of hazardous waste from manufacturing and percentage recycled

Synaptics monitors waste generation and disposal across all facilities. Of the total non-hazardous waste, 95% was successfully diverted from landfills. Hazardous waste accounts for 5% of overall waste and primarily includes e-waste, batteries, toner cartridges, and laboratory materials. Notably, 42% of total waste was recycled. Detailed waste data is presented below.

Total hazardous waste	6.58 MT
Percentage Recycled (hazardous waste)	42%

Workforce Health and Safety

TC-SC-320a.1-2 - Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards. Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.

Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	We are committed to safeguarding the health and well-being of our workforce by actively assessing, monitoring, and mitigating exposure to human health hazards. Our efforts include the implementation of an Environmental Management System (we are ISO-14001 certified) and an Injury and Illness Prevention Program. We regularly perform workplace risk assessments to identify potential hazards and implement robust controls in our laboratories, including safe work practices, access to Safety Data Sheets, and the use of personal protective equipment (PPE). Additionally, we invest in comprehensive global emergency response and preparedness programs. To foster a culture of safety, we provide mandatory training on health and safety protocols and maintain ongoing engagement with employees through feedback mechanisms to ensure a consistently safe working environment. Looking forward we ensure our health and safety programs at our global sites evolve continuously to keep abreast of workplace safety and health risks and changing regulations
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	None

Recruiting & Managing a Global & Skilled Workforce

TC-SC-330a.1 - Recruiting & Managing a Global & Skilled Workforce

Percentage of employees that require a work visa	Currently Synaptics has ~6% of employees globally on some type of work visa.

Product Lifecycle Management

TC-SC-410a. 2 - Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops

Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Synaptics is committed to advancing environmental sustainability by developing energy-efficient technologies that substantially reduce power consumption in laptops, docking stations, and displays. We collaborate with PC and accessory Original Equipment Manufacturers (OEMs) to develop updated designs that minimize power consumption in notebooks, docking stations, and displays. For example, transitioning notebooks from fixed barrel adapters to USB-C power adapters has achieved approximately 55.6% power savings. Similarly, enabling video ports on monitors to support a low standby mode has allowed monitors to operate in a standby state consuming only 0.3W to 0.5W, compared to the typical 20-40W of power used without this feature. Older generations of PC docking stations consumed a fixed 15W of power regardless of usage; newer dock designs now support a standby mode that reduces power consumption to as low as 0.5W. These innovations underscore Synaptics' dedication to creating smarter, greener solutions that significantly reduce energy consumption and support a more sustainable future.

Materials Sourcing

TC-SC-440a.1 - Materials Sourcing

Description of the management of risks associated with the use of critical materials	At Synaptics we create technology that allows people to see, hear, and interact with the world. To make this technology we engage our supply chain to procure materials and parts for our production process. Due to the nature of our products and business, certain parts, components, spacers, coatings, and connectors contain critical materials. We have processes in place to manage risks related to the supply of these materials and are actively working to seek new materials and plan for replacements. We also have policies in place to address risks related to human rights practices across our supply chain, as detailed in our Conflict Minerals Report. Conflict Minerals Report

Intellectual Property Protection & Competitive Behavior

TC-SC-520a.1 - Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No anti-competition claims or losses.

Non-Material Topics

TC-SC-410a.1 - Percentage of products by revenue that contain IEC 62474 declarable substances

Synaptics is working to assess this disclosure topic, and actively manages risks associated with materials used in its products.

Additional Disclosure Topics

Synaptics has reached the target year for targets which were set in 2019, all of which have been achieved, and thus will be retired for future reporting years.

Achieved Goals and Targets

Over the past several years, we have made substantial progress toward our sustainability objectives, consistently exceeding key milestones ahead of schedule. Notably, our initiative to reduce absolute Scope 1 and 2 greenhouse gas emissions by 15% by 2024, based on a 2019 baseline, has already achieved a 62% reduction—surpassing the target by two years. Similarly, we have increased our global renewable energy consumption to 56%, reaching our 2024 goal well ahead of schedule. While the target of diverting 95% of waste from landfills posed some challenges, we achieved an impressive diversion rate of 94%. These achievements highlight our unwavering commitment to driving impactful change and pursuing ambitious sustainability targets across our operations.

New Goals and Targets

Building on our recent achievements, we are setting new, ambitious targets to further refine our sustainability journey. By 2026, we aim to establish a near-term, science-based emissions reduction target, validated by the Science Based Targets initiative (SBTi), ensuring that our approach aligns with global climate action standards. In our pursuit of clean energy, we commit to powering 100% of our global facilities with renewable electricity by 2030, expanding on our progress toward energy sustainability. Additionally, we are setting a renewed target to achieve a 95% diversion of waste to landfill across our in-scope facilities by 2030. These goals reflect our dedication to evolving our commitments and driving impactful, science-based change throughout our operations.

New Products with Lower Energy Needs

These accomplishments in sustainability are complemented by our continued focus on developing ultra-low-power capabilities across our product portfolio, reinforcing our commitment to reducing environmental impact. For instance, Synaptics' audio products, which power many consumer solutions for voice-activated personal assistants, exemplify the integration of energy-efficient design with strategic foresight in addressing climate-related risks and opportunities. These devices typically operate in deep sleep mode, consuming minimal energy until activated by a keyword. This functionality not only enables significant energy savings but also contributes to reducing the carbon footprint of our customers and their end consumers. Together, these efforts demonstrate how sustainability is embedded in both our operational goals and our product innovations.