



Synaptics Labor and Human Rights Policy –

Synaptics' Human Rights Policy formalizes the company's commitment to preserving and promoting the fundamental rights of others as reflected in our commitment to labor and human rights. Our codes, standards, programs, and audit procedures are built around the recognition that everything we do in connection with our work must reflect the highest possible standards of ethical business conduct and all employees are treated with respect and dignity. Our commitment to international human rights standards and local laws are rooted in our core values and reinforced through our Code of Business Conduct and other company policies. We support the aim of the International Labor Organization (ILO), the Universal Declaration of Human Rights (UDHR), the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights to arrive at universally accepted labor standards and have therefore adopted internal policies, standards, procedures, and guidelines that are aligned with these policies. This same workforce policy applies to Synaptics and all of its affiliates including employees, joint ventures, suppliers, vendors, partners as well as service providers, contractors and consultants and all of their products and services. Synaptics management is strongly committed to ensure the continuing development and implementation of our global labor and human rights policy and will continue to regularly evaluate these policies to ensure an effective outcome and strict adherence by our employees as well as holding our suppliers and vendors to the same standards.

Freely Chosen Employment

We shall, under no circumstance, make use of any form of slaved, forced, bonded, indentured, or prison labor. All employees that work with Synaptics and its suppliers and vendors must be voluntary and prohibit the use of forced labor of any kind, including the restriction on movement of workers and their access to basic liberties. Depending on local law requirements, everybody is free to terminate their employment upon reasonable notice without penalty. We will only employ, directly or through others, such as labor agents, people who are working of their own free will. Under no circumstances will workers be required to participate in any form of forced savings or loan program where repayment terms are indicative of debt bondage or forced labor. We regularly conduct training for our teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Child Labor and Young Workers

Synaptics will and expect our suppliers and vendors to always adhere to the legal minimum age requirements and prohibits the use of child labor in all countries in which we operate with commitments to the principles of the United Nations Convention on the Rights of the Child and the UNICEF Children's Rights and Business Principles. We will never employ children under the age of 16, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is stricter. Synaptics has a strong age-verification process during the recruitment and selection process to make sure all our employees are age-



qualified. This includes at a minimum, inspection and verification of at least two forms of identification and visual identification.

If workers between the ages of 16 and 18 are employed, we will ensure that this work does not affect or preclude their educational opportunities or obligations, nor jeopardize their health and safety, including restrictions on overtime and night work.

If an underage worker were found, Synaptics would immediately implement a remediation program, which includes protecting the young worker from reprisal and provide the completion of the young worker's compulsory education.

Nondiscrimination and Diversity

Synaptics is committed to diversity in its workforce and encourages equality of opportunity and fairness. We do not tolerate any kind of harassment or discrimination based on, among other things, race, color, age, gender, sexual orientation, gender identity or gender expression, ethnicity, disability, pregnancy, religion, political affiliation, veteran status, union membership, or marital status in hiring or employment practices such as promotions, rewards, or access to training. We are committed to protecting the rights of women and minority groups and expect our suppliers and vendors to also uphold these basic human rights and beliefs. We will, and expect our suppliers and vendors will recruit, hire, and promote employees solely based on suitability for the job.

Humane Treatment

Harsh or inhumane treatment of workers, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse is prohibited by Synaptics employees as well as for the suppliers and vendors that we work with. Employees must be able to communicate openly with management regarding working conditions without having fear of reprisal, intimidation, or harassment. Disciplinary policies and procedures in support of these requirements must be clearly defined and communicated to workers. There will be no restriction of workers' access to basic physical comforts such as toilets, bathrooms, or medical facilities. Synaptics believes the right to water is a fundamental human right and we expect our suppliers and vendors to also strictly endorse this belief. There must be free exit and entry of facility or dormitories that does not limit access to specific times of the day.

Wages and Benefits

Synaptics is committed to providing a fair and living wage to all employees and expect our supplier and vendors to also adhere to this policy. Our remuneration shall be consistent with the provisions of all applicable wage laws, including those relating to minimum wage, overtime hours, and legally mandated benefits. In compliance with local laws, workers must be compensated for overtime at pay rates greater than regular hourly rates. Workers must be paid regularly, in full and on time, and must receive equal pay for equal work. Deductions from



wages as a disciplinary measure or unauthorized deductions are not permitted. Vacation time, leave periods, and holidays are consistent with applicable laws and regulations.

Workers must always be aware of the composition of pay and benefits, explaining any legitimate deductions, in a detailed, and clear manner, prior to employment. Workers must receive clear statements in detail, in a language understood by workers.

Freedom of Association and Collective Bargaining

Synaptics recognizes and respects the right for workers to be represented by trade unions or other employee organizations and the freedom of employees to establish or join an organization of their choice and respects. We will not make employment subject to the condition that a person must not join a union or must terminate membership in a trade union. Synaptics will not tolerate threats, intimidation, physical or legal attacks against human rights defenders, for both our operations and our supply chain.

Workers must be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation, harassment, or violence. More information about grievance and whistleblower policies can be found in Synaptics' Code of Conduct.