

Synaptics Incorporated Corporate Affairs Council Charter

1. Introduction

The Corporate Affairs Council (CAC) was established as a governing body within Synaptics to uphold the legal and ethical standards and principles associated with the governance of Synaptics' Corporate Governance and Sustainability framework ("CGS"). The CAC is committed to steering Synaptics towards excellence in enterprise-wide decision-making and operational integrity.

2. Purpose

The purpose of the CAC is to assist the Board of Directors in discharging its oversight responsibility related to CGS matters, which includes topics such as climate change, energy and natural resources conservation, environmental and supply chain sustainability, human rights, diversity and inclusion, and other issues that are relevant and material to the Company, including the maintenance of sound oversight structures, transparent reporting, and practices that support effective risk management and long-term value creation.

3. Duties

The duties and responsibilities of the Corporate Affairs Council include:

- Oversee and guide the organization's governance and compliance frameworks to uphold legal and ethical standards.
- Review and discuss with management the Company's CGS strategy, initiatives, and policies.
- Integrate CGS principles into business strategies and operations, promoting sustainability and social responsibility.
- Review and monitor the operational, regulatory, and reputational risks and impacts of CGS on the Company and provide insight and guidance on its management of such risks and impacts.
- Review and discuss reports from management regarding the Company's progress toward its key CGS objectives, including the activities and objectives of the Sustainability Committee.
- Provide input and guidance with respect to communications with employees, the Board of Directors, investors, and other stakeholders, as appropriate, regarding the Company's position on or approach to CGS matters.
- Address global workplace challenges, fostering an inclusive, diverse, and equitable work environment.
- Facilitate coordinated, enterprise-wide decision-making, ensuring strategic alignment and operational efficiency across all departments.

- Provide guidance to the Board on the aforementioned matters and perform an oversight role in shaping the Company's CGS strategy.
- Perform any other activities consistent with this Charter.

4. Membership

The CAC comprises senior executives from the following departments:

- Finance
- Human Resources
- Information Security and Technology
- Legal
- Operations

Membership is by appointment by the CEO, reflecting the critical role of each department in achieving the council's objectives.

5. Meetings

- The CAC will convene monthly, or as needed, to discuss issues within its mandate.
- Meetings will be chaired by a chairperson, who has been appointed by the council members for a one-year term.
- Meeting agendas will be circulated in advance, with members encouraged to propose items for discussion.
- Minutes of each meeting will be recorded and distributed to all members and relevant stakeholders for transparency and accountability.
- Additional senior leaders will be invited to attend the meetings on a regular basis to report to and support the Council.

The CAC will prepare an annual summary report, to include a summary of the Sustainability Committee activities.

6. Roles and Responsibilities

Chairperson: Facilitate meetings, ensure the agenda is followed, and lead the CAC in achieving its objectives. The Chairperson shall be a member of the Senior Executive Team and will be appointed by the council members to serve a one-year term, with the possibility of reappointment.

Members: Actively participate in meetings, provide expert insights, and contribute to decision-making processes. If a member cannot attend a meeting, they must identify a delegate who will attend in their stead. This ensures continuous representation and decision-making capability for all departments.

Subcommittees: Specialized subcommittees may be formed to address specific issues or projects, reporting their findings and recommendations to the full council.

7. Decision-Making

Decisions will be made based on a consensus model. In cases where consensus cannot be reached, a vote will be held, with each member having one vote. The Chairperson will have the deciding vote in the event of a tie.

8. Reporting and Accountability

The CAC will report directly to the CEO, providing regular updates on its activities, decisions, and outcomes. Furthermore, an annual report summarizing the council's achievements, challenges, and strategic outlook will be prepared and presented to the company's Board of Directors or a designated committee of the Board. This presentation ensures transparency and alignment with the organization's strategic goals and governance standards.

9. Amendments

This charter may be amended as necessary to reflect changes in the organization's priorities or in response to evolving governance, compliance, and CGS practices. Amendments must be approved by a majority of CAC members and ratified by the CEO.

10. Adoption

This charter is adopted by Synaptics' CEO on April 7, 2024, and will be reviewed annually for relevance and effectiveness.

Updated August 1, 2025.