



Human Rights Policy

Cadence is committed to respecting all internationally recognized human rights. As an Affiliate Member of the Responsible Business Alliance (RBA), Cadence aligns its operations with the RBA code of conduct and human rights standards covered in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations (UN) Universal Declaration of Human Rights. Cadence is committed to providing access to remedy for individuals and workers adversely impacted by its operations, and to continued development of its Human Rights Policy guided by the UN Guiding Principles on Business and Human Rights.

Cadence is dedicated to doing business honestly and ethically and treating all workers with respect and dignity. As provided in this Code, our employees, officers, Board of Directors and certain contractors and consultants are expected to perform their work in compliance with the laws, regulations, and policies of their work location. Each year Cadence employees review and sign this Code, including this commitment to human rights. We also expect our suppliers to conduct themselves in compliance with these same high standards and have developed our Supplier Code of Conduct based on the RBA code of conduct. Further, to reduce the possibility of human rights violations occurring in our supply chain, the terms and conditions of our agreements require supplier partners to comply with all applicable laws.

Cadence offers all internal and external stakeholders grievance mechanisms for reporting possible misconduct or concerns, including human rights issues. Employees can raise their concerns to their supervisor, Human Resources partner, or the office of the General Counsel. In addition, anyone can submit concerns anonymously through our whistleblower hotline, available here: <https://www.whistleblowerservices.com/cdns/>.

This Code and statements with respect to human rights are supported by the Chief Executive Officer, the General Counsel, and the Board of Directors of Cadence.