



ptc

Human Rights Policy

Our Commitment

PTC is committed to respecting fundamental human rights throughout our operations and business relationships. PTC supports internationally recognized human rights as outlined in the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Human Rights Due Diligence

As described in our [2025 Impact Report](#), we conduct an enterprise-wide double materiality assessment to identify sustainability topics that are material from both impact and financial perspectives. Impacts, risks, and opportunities (IROs) are identified and scored using rubrics aligned with the European Sustainability Reporting Standards and our Enterprise Risk Management (ERM) framework.

IROs scored included those that focus on human rights and/or consider potential human rights concerns. This enables us to identify, address, and mitigate adverse human rights impacts.

Our Employees

As set forth in the [PTC Code of Business Conduct and Ethics](#) (the "Code of Conduct"), we require that all employees and consultants protect the human rights of others. We don't tolerate any form of human rights violations, such as human trafficking, discrimination, slavery, child labor, or any other labor practice that violates human rights. Our Code of Conduct requires employees to report any violations or suspected violations to our Compliance and/or Legal teams. The Code of Conduct prohibits retaliation against anyone who reports a concern in good faith.

Our Suppliers and Business Partners

As set forth in our [Supplier Sustainability Policy](#), we expect our suppliers to uphold internationally recognized human rights, including those banning child labor, forced labor, slavery, discrimination, and human trafficking. PTC reserves the right to take appropriate measures against suppliers that do not comply with these obligations, up to and including suspension or termination of a supplier relationship.

In case of suspected violations of the above-mentioned requirements, please contact (anonymously) [PTC's Open Door Helpline](#).