



# IMPACT REPORT

2024

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# MESSAGE FROM THE PRESIDENT & CEO



NEIL BARUA  
President & CEO

PTC CUSTOMERS HAVE ONE THING IN COMMON: THEY MAKE THE PRODUCTS THE WORLD RELIES ON. OUR SOFTWARE SOLUTIONS PROVIDE THE DIGITAL FOUNDATION TO TRANSFORM HOW PRODUCTS ARE DESIGNED, MADE, AND MAINTAINED—ULTIMATELY FACILITATING THE PROFITABLE REDUCTION OF PRODUCT FOOTPRINTS.

Over the past year, I've witnessed the incredible impact that PTC—our employees, products, partners, customers, and communities—can have on the world. Since stepping into the role of CEO in February 2024, I've felt firsthand the difference we're making, and I know we have the potential to do so much more.

Our 2024 Impact Report outlines our initiatives, progress, and work we're doing to reduce our emissions, enhance our products to support our customers' most pressing challenges, and improve our communities. It highlights so much of why I am proud to be part of this company.

## WE MADE SIGNIFICANT PROGRESS IN OUR PLANS TOWARD BECOMING A MORE SUSTAINABLE COMPANY.

Our emission reduction plan was validated by the [Science Based Targets Initiative](#) (SBTi) in September 2024. With the FY23 acquisition of ServiceMax, we updated our FY22 baseline emissions to fully reflect our combined footprints.

We also took a significant step toward net zero with a Virtual Power Purchase Agreement that will finance an additional 10 megawatts of clean solar energy capacity. The solar farm is anticipated to be online in 2026 and we expect it to produce more electricity than PTC uses globally.

We're preparing to report under the European Union's Corporate Sustainability Reporting Directive (CSRD) in FY26. Our plan is to report at an enterprise-wide level, which will provide our stakeholders with more meaningful disclosure.

## WE'RE ENHANCING OUR PRODUCTS' CAPABILITIES IN WAYS THAT SUPPORT OUR CUSTOMERS' SUSTAINABILITY GOALS.

We continue to invest in our industry-leading solutions, which can reduce product footprints across the entire lifecycle from material and component selection through manufacturing, operation, service, and circularity—all objectives aligned with more sustainable companies.

We leaned into learning as well, talking with over 200 customers in Europe about their product footprint reduction goals and how PTC can specifically help. Over 1,000 of our employees participated in instructor-led workshops and enablement about how our products can help organizations lower footprints across the product lifecycle. This will lead to more productive conversations with our customers around sustainability.

## WE'RE INVESTING IN OUR CULTURE AND ALIGNING OUR SOCIAL IMPACT EFFORTS WITH OUR BUSINESS.

We're honored to have been certified as a Great Place to Work in 19 countries this year. We continue to prioritize employee wellness with strong programs, like our Employee Resource Groups (ERGs) and comprehensive benefits.

As you'll see in this report, we're intentional about aligning our social impact initiatives in ways that reflect our focus areas of environmental sustainability, STEM and education, and community building. Employee volunteer projects like the Miyawaki Forest Project in India and mentorship with FIRST Robotics are prime examples.

## WE'RE COMMITTED TO ETHICAL BUSINESS PRACTICES AND METHODICAL WITH HOW WE IMPLEMENT AI.

Our commitment to leading in all that we do by acting ethically and with integrity defines who we are. We support this commitment with a robust framework of policies, procedures, and processes designed to promote ethical behavior, accountability, and transparency, and protect the interests of our stakeholders.

Understanding the fast-moving pace of artificial intelligence (AI), we established an AI Governance Framework in FY24 to guide our efforts in adopting responsible AI policies while fostering AI innovation. We continue to advance our existing AI capabilities while running active research and development on additional AI features across our portfolio that will provide value for our customers.

## WE'RE EMBRACING OUR ROLE AND RESPONSIBILITY TO CREATE A BETTER WORLD.

PTC customers have one thing in common: They make the products the world relies on. Our software solutions provide the digital foundation to transform how products are designed, made, and maintained—ultimately facilitating the profitable reduction of product footprints. We take this responsibility seriously and are committed to working with our employees, customers, partners, and communities around the globe to impact the change necessary to create a better world.

Sincerely,

NEIL BARUA  
President and Chief Executive Officer



# ABOUT PTC

From planes to medical devices to wind turbines to computers, our unique portfolio of software solutions enables companies to transform how they design, make, and maintain their products.

As the global leader in product lifecycle management, our software supports the management of data throughout the entire product lifecycle to help simplify product complexity and drive excellence in engineering and design, efficiency in manufacturing and supply chain, and optimization in operations and service.

Companies of all sizes and ways of working rely on PTC because of our portfolio of digital technologies, extensive partner network, and industry expertise. Together, our software supports each stage of the product lifecycle and includes market-leading product lifecycle management (PLM), application lifecycle management (ALM), computer-aided design (CAD), service lifecycle management (SLM), industrial internet of things (IIoT) and augmented reality (AR). We are further differentiated by our SaaS and cloud-native offerings.

Among PTC's more than **30,000 customers** are leaders and disruptors across major manufacturing verticals, such as automotive, aerospace and defense, industrial machinery, medical technology, and high tech. We are committed to our customers' success and collaborate closely with them to support their digital transformation by developing new features and functionalities and embracing an open ecosystem where our technologies can integrate with other vendors' solutions.

Our purpose at PTC is to do more than just imagine a better world; it's to help create it. This purpose is reflected across our values, sustainability initiatives, social impact efforts, and software solutions.

**Headquartered in Boston, Massachusetts, with offices globally, PTC employs over 7,000 people.**

**For more information, visit [ptc.com](https://www.ptc.com).**

COMPANIES THAT MAKE PRODUCTS THE WORLD

RELIES ON, **RELY ON PTC**

VIEW DATA INFORMATION

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EXPORTING OUTPUT



# ABOUT THIS REPORT

In this report, we share the meaningful progress made with respect to environmental, social, and governance initiatives during our 2024 fiscal year ended September 30, 2024, unless otherwise noted. All our business operations worldwide are in scope unless otherwise stated. Throughout this report, we guide readers to additional sources of information. All monetary units presented, unless otherwise stated, are in US dollars. We value and welcome feedback from all stakeholders.

Please send comments or questions about this report to [ImpactReport@ptc.com](mailto:ImpactReport@ptc.com).

## OUR FRAMEWORK AND METHODOLOGY FOR ESG REPORTING

In 2022, we conducted a materiality impact assessment to identify and prioritize our Environmental, Social, and Governance (ESG) focus areas and disclosures. The strategic ESG assessment sought input from multiple stakeholders and reviewed external ESG frameworks and legislation, including the Sustainability Accounting Standards Board (SASB) Software & IT Services Standard, Carbon Disclosure Project (CDP) emissions reporting, the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, and Global Reporting Initiative (GRI) standards. We calculate and track our emissions using a third-party software platform, which is verified by an independent auditor against the GHG Protocol. We report metrics following SASB Standards under their Software & IT Services Industry Standard. Additionally, we submit annual reports to the CDP, which outline the company's emissions footprint, reduction plan, and climate risk plan further discussed in this report. In preparation for reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality assessment in 2024 to identify relevant sustainability topics, and we expect to further develop this prior to reporting in FY26.

Refer to the [Appendix](#) to view our SASB Index and other relevant disclosures.

## FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements about our emissions reduction and other environmental targets, commitments, plans and initiatives, the anticipated effects of those plans and initiatives, and our product plans and initiatives. These forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those projected, including that we may be unable to achieve the emissions reduction targets underlying the SBTi commitments or our other environmental targets if our initiatives to meet those targets are not as successful as or when we expect, that our Virtual Power Purchase Agreement (VPPA) may not have the impact we expect, and that our environmental initiatives and product plans may not have the impact or success that we expect if we are unable to complete such initiatives or introduce such products when or as we expect and customers may not adopt our products and solutions when or as we expect. Other risks and uncertainties that could cause actual results to differ materially from those projected are detailed from time to time in reports we file with the US Securities and Exchange Commission (SEC), including our most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and other filings with the SEC.

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# FY2024

Named #82 on Barron's 100 Most Sustainable US Companies 2024.

Validated our plan to reach net zero by 2050 with the Science Based Targets initiative.

Finalized a VPPA (Virtual Power Purchase Agreement) that will help accelerate our footprint reduction progress.



Recognized as a Great Place to Work in 19 countries.

Neil Barua is appointed as PTC's Chief Executive Officer in culmination of a successful CEO succession and transition.

Completed an extensive product sustainability workshop series with our European customers, partners, and employees.

Completed second Carbon Disclosure Project (CDP) submission.

\$923,000 in charitable contributions through philanthropic grants, employee giving, and employee donation matching.

Established an AI Governance Framework to guide our efforts in responsible AI governance and innovation.

# HIGHLIGHTS

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# OUR IMPACT PRIORITIES

United by a common goal of empowering our customers, our communities, and each other, our collective impact extends far beyond our global offices.



## ENABLE OUR CUSTOMERS

Provide software solutions that empower our customers to create more sustainable product lifecycles, iterate toward decarbonization, and realize circularity objectives.

## OPERATE WITH INTEGRITY

Elevate responsible business practices by setting standards, policies, and processes that promote ethical behavior, accountability, and transparency.

## EMPOWER OUR PEOPLE

Develop and support a diverse and talented team to drive a strong culture where everyone can thrive.

## REDUCE OUR FOOTPRINT

Take meaningful steps within our global operations toward achieving our SBTi-verified net-zero targets.

## SUPPORT OUR COMMUNITIES

Create a better reality through our social impact work, with a focus on environmental sustainability, STEM and education, and community support.

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## A MESSAGE FROM DAVE DUNCAN, VP OF SUSTAINABILITY

Across PTC, we strive to shape a more sustainable future, recognizing that the actions we take today will impact future generations. We are committed to helping customers reduce their footprints at a rapid pace, as we simultaneously work to reduce our own footprint.

In FY23, we set targets to reduce our greenhouse gas (GHG) emissions throughout our operations and value chain. This year, the Science Based Targets initiative (SBTi) verified our near-term and net-zero targets to support a 1.5°C pathway, adding PTC to the list of just about [1,400 companies](#) with verified net-zero targets.\*



## WE DON'T JUST IMAGINE A MORE SUSTAINABLE WORLD—WE HELP CREATE IT.

While we pursue our verified net-zero decarbonization initiatives, our larger opportunity to contribute toward a more sustainable world is by helping our manufacturing customers reduce their product footprints. Many manufacturers that are or become subject to regional and global environmental reporting obligations will face pressure to decarbonize within a similar science-based timeline as PTC, while also working to control hazardous materials and adopt circular practices for their physical products.

Our software solutions enable manufacturers to design, make, and maintain their products more sustainably, while coordinating sustainability decisions with other product development requirements, including cost, compliance, and quality.

\*Companies as of Dec. 16, 2024. SBTi regularly adds verified companies on their [website](#).



# OUR CARBON FOOTPRINT

PTC re-baselined our FY22 emissions due to our acquisition of ServiceMax in January 2023 and to reflect our recategorization of personal vehicle business travel from Scope 1 to Scope 3. In addition to adding field service management capabilities to our closed-loop product lifecycle management strategy, the ServiceMax acquisition strengthened the capabilities within our SLM portfolio to help manufacturers better meet footprint reduction and circularity obligations through product service systems.

Our total emissions (not including work from home emissions) decreased by about 7% from FY22 to FY24. We had notable reductions in our Scope 1 and Scope 2 emissions. Systemic footprint improvements include consolidating office space for hybrid work efficiency, leasing efficient offices, and phasing out car leasing in favor of transit benefits.

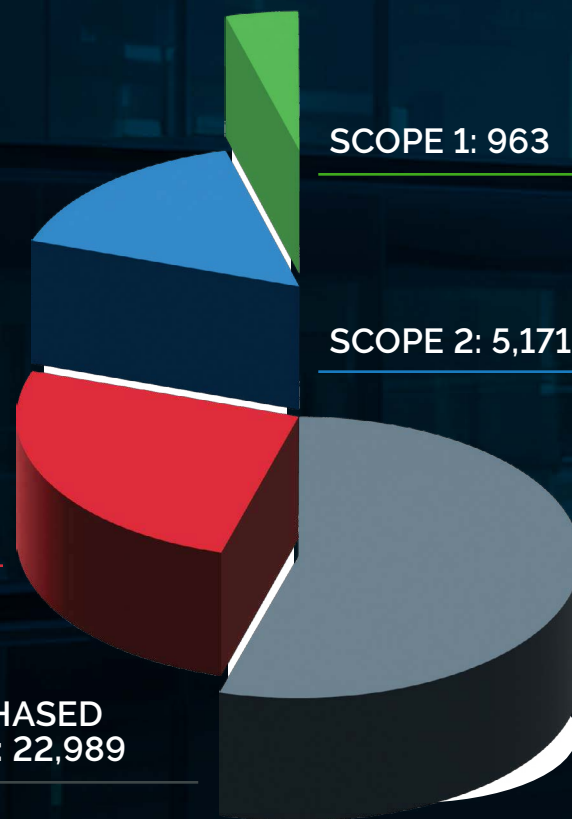
Our FY23 Scope 3 footprint increased year-over-year due to an anticipated increase in post-COVID business activity, such as business travel and purchased goods and services related to industry events such as LiveWorx. Our FY24 Scope 3 footprint reduced year-over-year led by our Scope 3.1 Purchased Goods and Services progress.

## FY24 EMISSIONS (MTCO<sub>2e</sub>)



SCOPE 3 (NOT INCLUDING PURCHASED GOODS AND SERVICES AND WORK FROM HOME\*): 14,591

SCOPE 3.1 (ONLY PURCHASED GOODS AND SERVICES): 22,989



See the [Appendix](#) for more detail on our carbon footprint. ▶▶▶

\*Through our emissions verification process, SBTi advised us to remove work from home employee emissions from our emissions reduction accounting. We do not include these emissions in our total emissions accounting in this graph. For more details on work from home emissions, please reference our emissions strategy above and Carbon Emissions data in the [Appendix](#).



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SENDING



# NEAR-TERM PLAN

Our SBTi-verified near-term plan has two 2030 objectives, both of which are on plan:

1

REDUCE OUR AGGREGATE SCOPE 1 + SCOPE 2 EMISSIONS BY OVER **50%**



## VIRTUAL POWER PURCHASE AGREEMENT

To accomplish our first objective, PTC signed a Virtual Power Purchase Agreement (VPPA) in May 2024 to purchase renewable energy generated by a 10 MW portion of the Millers Branch Solar Facility in Haskell County, Texas for 15 years of output. The VPPA is expected to produce 20 to 25 million kWh of clean electricity per year, which would more than compensate for PTC's current ~17M kWh of global annual usage. The project's goal is to connect the solar array with the Texas electrical grid in 2026.

2

REDUCE OUR HIGHEST SCOPE 3 AREA, PURCHASED GOODS & SERVICES, BY OVER **25%**



## SELECTING SUSTAINABLE PROVIDERS

Progress on our second objective will be largely driven by PTC's selection of sustainable suppliers, including those aligned with our [Supplier Sustainability Policy](#), which sets forth our expectations of suppliers to accurately measure and report their GHG emissions and consumption of natural resources to us. For the near term, we plan to focus on tracking our largest suppliers' carbon intensities and science-based decarbonization commitments.

As a SaaS company, data center providers and their value chains are among PTC's largest suppliers. PTC has largely consolidated with providers with decarbonization targets that align with our own. This not only helps our near-term target, but it will also help to decarbonize our customers that migrate from on-premises software to PTC's SaaS offerings.



# NET-ZERO ACTIONS

IN ADDITION TO NEAR-TERM INITIATIVES, WE ARE PURSUING THE NET-ZERO INITIATIVES DESCRIBED BELOW. OUR GOAL IS TO REACH NET ZERO ACROSS ALL SCOPE EMISSIONS BY 2050.

SCOPE

1

## OFFICE AND LEASED VEHICLE EMISSIONS

For Scope 1, office heating is our top emitter. Our real estate team continues to pursue initiatives to more effectively locate and use our offices and to lease offices with LEED and other sustainability certifications. See full list of LEED-certified offices and relocations in the [Appendix](#).

Leased cars are our other significant Scope 1 emitter. As we shift our company policy away from leased cars and toward transportation allowances, which fall under Scope 3, we expect this to reduce our Scope 1 emissions. We expect that employees with transportation allowances rather than leased cars will be more likely to favor cost-effective mass transit alternatives.

SCOPE

3.1

## SUPPLIER SUSTAINABILITY

We expect that our Scope 3.1 (Purchased Goods and Services) emissions will be mostly addressed by our [PTC's Supplier Sustainability Policy](#), as we seek to expand the number of suppliers aligned with our policy and to audit compliance with such policy. Longer term, we plan to review GHG emissions of our suppliers at lower spend levels to encourage more of our suppliers to commit to net-zero paths.

SCOPE

2

## INDIRECT EMISSIONS FROM PURCHASED ENERGY

Our Scope 2 emissions come from our electric utilities' coal and gas power generation for the non-renewable electricity that our offices consume. We expect that Scope 2 will be largely mitigated by the clean energy produced with PTC's VPPA in our near-term actions described previously.

SCOPE

3

## COMMUTING, WASTE, AND BUSINESS TRAVEL

We offer commuting incentives for employees to encourage the use of public transportation and alternative modes of transit, with PTC covering 100% of the monthly cost (up to \$280) for US-based employees. See more on our green commuting incentives in [Total Rewards](#).

To further abate Scope 3 categories of business travel and employee commuting, it requires more than "top down" activities. Accordingly, Green at PTC, our Employee Champion Network of over 350 employees passionate about environmental sustainability, supports employee-driven projects toward decarbonization, waste reduction, biodiversity, and other environmental improvements.

This year, Green at PTC worked with internal stakeholders to develop PTC's Office Sustainability Playbook, a handbook with steps and standards that employees can follow to enhance sustainable practices across our global offices. Focusing on bottom-up impact, the Playbook contains over 35 initiatives that can be undertaken by employees regardless of their position or role in the company. See more about Green at PTC in [Community Impact](#).

### CARBON RENEWAL ACTIVITIES

PTC does not count offsets toward our near-term 2030 targets, but we plan to pursue offsets for our expected <10% residual emissions before our 2050 net-zero commitment date. Toward this, we have started carbon reduction research and activities.

For nature-based carbon reduction, we're now in our third year of annual activities with our Miyawaki forest project in India. We are also researching technology-based carbon removal portfolios.



# CLIMATE RISK PLAN

Understanding risks and opportunities associated with climate change is critical to preparing our business resiliency plans. It is also important to our stakeholders when evaluating our sustainability, resilience, and company alignment. Accordingly, we conduct an annual assessment of climate risks and opportunities using guidelines from the Task Force on Climate-Related Financial Disclosures (TCFD). This year, we extended our evaluation to our supply chain to determine potential physical and transitional effects of climate change. We evaluated our climate-related risks and opportunities based on the short-term (up to one year), medium-term (up to five years), and long-term (up to 10 years).

Our FY24 scenario analysis leveraged two scenarios when considering our climate-related risks, opportunities, and strategies. We analyzed the less than 2°C warming scenario, also known as SSP1-2.6 by TCFD standards, and the 4°C warming scenario, or SSP3-7.0. These scenarios were chosen based on accepted optimistic and pessimistic climate transition predictions.



## OUR BROAD SCOPE SCENARIO ANALYSIS INCLUDES SEVERAL NEW FOCUS AREAS AND UPDATES OVER THE PREVIOUS YEAR:

- Two new transition risks we plan to keep an eye on and evaluate annually are emerging regulation and AI power usage growth.
- With the climate transition and emerging ESG regulation, we have an opportunity to capitalize on our current product offerings and/or develop new product capabilities that enable the acceleration of the transition to a low-carbon economy.

We do not see acute, high-probability near-term risks that require immediate mitigation. We plan to take action where necessary and will continue to monitor and reassess our risks and opportunities annually.

For more information on our climate risk plan, see the [Appendix](#).



## OUR HANDPRINT

PTC is positioned to help product companies deliver more sustainable, cost-effective outcomes across each phase of the product lifecycle, from design and engineering to manufacturing, service, and end-of-life management. With increasing regulations around footprint reduction, industrial companies are looking to our software portfolio to support their sustainability and compliance initiatives.

Product sustainability is commonly a top three priority for our customers. With our software, manufacturers can drive sustainability improvements across the entire product lifecycle and promote circularity with modular design.

# DESIGN, MAKE, AND SERVICE PRODUCTS MORE SUSTAINABLY



### COMPONENT

Our CAD software enables engineers to select materials with sustainable sourcing as an input, design to use less of these materials, and select more sustainable manufacturing processes.

### PRODUCT

Our PLM software enables engineers to leverage modular design to choose cleaner suppliers, facilitate distributed manufacturing, and support compliance with configuration details to compute Environmental Product Declarations.

### PRODUCT-SERVICE SYSTEM

Our SLM software delivers configuration-specific repair and end-of-life instructions, while enabling the ability to order parts or dispatch technicians as last resorts. Combining SLM with PLM enables compliance support for product-service systems (PSS) in the form of a digital product passport.

Our ALM software contributes to PSS programs with sustainability requirements tracing and modular embedded software for remote service.

# CSRD AND CSDDD: NEW COMPLIANCE DRIVERS FOR MANUFACTURERS

Starting in 2025, the EU's Corporate Sustainability Reporting Directive (CSRD) mandates disclosures for decarbonization and circularity, including transition plans for climate change mitigation. By the end of the phased approach of the CSRD, these disclosures will be required for the majority of PTC customers due to the CSRD's application to non-EU parent companies.

In addition to disclosures, the EU's Corporate Sustainability Due Diligence Directive (CSDDD) will require action for in-scope companies with respect to transition plans for climate change mitigation and circularity. Under the CSDDD, transition plans must include time-bound climate targets for 2030 and onward in five-year increments up to 2050.

The new and global-reaching directives will require fast action from in-scope manufacturers to report and reduce their product footprints.

## FY24 SUSTAINABILITY WORKSHOPS

With CSRD being implemented in Europe first, our sustainability leadership met with regional domain experts and over 200 European manufacturing companies to learn, educate, and validate priority methods for reducing product footprints in spring 2024. In these conversations, customers communicated that our software portfolio plays an important role in their product sustainability initiatives.

It is more important than ever for manufacturers to have a strong digital backbone for full lifecycle product management—sometimes called cradle-to-cradle—to aid in their footprint reduction and circularity initiatives. With our portfolio of solutions, manufacturers can make more informed, data-driven decisions to reduce their product footprints and achieve the circularity that customers, regulators, and investors desire and our planet needs.

VIEW DATA INFORMATION

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IDENTIFICATION

63% **Availability**  
34% **Manufacturing**

CAUTION

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# OUR SOFTWARE ENABLES COMPANIES TO IDENTIFY AND PROFITABLY IMPROVE THEIR MOST IMPACTFUL PRODUCT FOOTPRINTS.

## SUPPORTING THE CORRELATION OF DECARBONIZATION AND CIRCULARITY

According to our customers, upstream emissions are typically the highest percentage of a manufacturer's total carbon footprint. Mining, transport, material processing, and lower-tier manufacturing are frequently more than 10 times the footprint of factory operations.

Designing for lower impact of these upstream flows is essential to iterate toward net-zero commitments. Downstream circular recovery is also a major lever for shortcutting upstream flows in subsequent product generations. For example, remanufactured parts avoid repeat mining and material processing steps. PTC has a unique portfolio to help drive footprint reduction and circular outcomes.

## SUPPORTING HAZARDOUS MATERIAL COMPLIANCE

Protecting the environment and our collective health against the harmful substances that can be found in many physical products is critical for creating a sustainable future. To help our customers comply with regulations like REACH, RoHS, and WEEE, our PLM solutions interface with supplier catalogs to enable the management of hazardous material controls in product designs.



Our CAD software enables the selection of more sustainable materials for parts, using less materials (within performance constraints), and optimizing for lower-footprint subtractive and additive manufacturing processes.



Our PLM software enables the creation of high-quality modular bill of materials (BOM). These BOMs may feed automated lifecycle analysis (LCA) tools to assess footprints early and often, facilitating prioritized footprint reduction activities in the design process where changes are least expensive. Modular design can promote circularity, creating both the supply and demand for high-margin remanufactured part programs. Manufacturing engineering can support distributed manufacturing, simultaneously reducing transport and customs footprints and costs.



Our ALM software enables both sustainability requirements tracing for full product designs and embedded software development to promote remote triage and service.



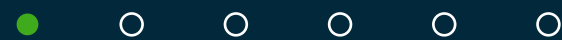
Our SLM software is centered around circular value—with the potential to extend the current life of assets and optimize end-of-life circular outcomes.





# CONFIGURING PRODUCTS BY CARBON FOOTPRINT

As one of the world's leading sustainable energy companies, Vestas has ambitious sustainability initiatives, including providing customers with the option to configure products based on their carbon footprint. Using [PLM as its digital foundation](#), Vestas is empowering stakeholders from engineering to sales with the data-driven insights they need to make clear and conscious choices about the materials, suppliers, and configurations they choose.



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## OUR IMPACT



We would like sustainability to be something that we can actually configure when we offer our products, and this is where the whole digitalization comes into the picture, because we want to setup our product structure and our product offerings such that we can offer our environmentally friendly solutions.

From a digitalization perspective, we want to make sure that if you design things, it should be a clear and conscious choice which materials you are using. And if you are buying our products, or you are in sales, it should be a clear and conscious choice how you are configuring the product, and therefore also which suppliers and supply base that you are choosing.

PTC is our partner on our entire PLM infrastructure, so this is where we maintain all of our parts, and raw materials, and semi-finished parts data.



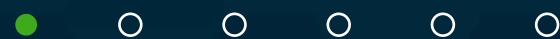
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# MODULAR DESIGN FOR MANUFACTURING AND SERVICE EFFICIENCY

The design of Volvo Group's electric trucks is highly complex. It has an immense number of dependencies within each individual design, including mechanical components, electronic components, and software elements. To overcome this complexity and reduce waste across its global operations, **Volvo Group** launched a company-wide modularization initiative where multiple products are assembled from a core set of common components, then complemented as needed with unique parts.



## OUR IMPACT



We have created platforms with a modular system, with as many components as practical that we can share around the world, in many different products.

We need efficient PLM tools, to help us store the information, but also so that we can work together—across businesses, regions, and disciplines—the way we need to. The collaboration, visualization, and simulation tools are all important.

Even if we have increased the number of products, we have reduced the number of parts substantially. Looking ahead, it's even more important that we leverage our common architecture and shared technologies as the foundation of the business.



**SYLVI LAKS,**  
**SENIOR VICE PRESIDENT**  
**FOR VEHICLE ENGINEERING,**  
**VOLVO GROUP**

**VOLVO**

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# COST AND FOOTPRINT REDUCTION WITH CIRCULAR SUPPLY CHAINS

A leading IT and networking solutions provider, managing over \$650 million in service supply chain inventory, relies on [Servigistics](#) to help maximize equipment uptime and optimize service supply chain performance. By leveraging advanced AI-powered algorithms, Servigistics enables this solutions provider to reduce inventory size and maintain optimal stock levels, directly contributing to its improved operational efficiency.

The integration of Servigistics with the Agora Platform—an innovative solution developed by OnProcess, an Accenture Business—further enhances the provider's service supply chain. This integration facilitates a two-way data exchange that can help significantly increase the return of service parts for repair, remanufacturing, and recycling. With real-time visibility into inventory, the OEM can prioritize using available materials from reverse logistics and repair flows, minimizing unnecessary procurement of new parts.



## OUR IMPACT



Our global service supply chain encompasses 1.3 million SKUs, over 16,000 unique parts, and 24 service parts planners spread across nine time zones, making millions of daily decisions. To optimize inventory procurement, stocking, and material flow, we rely on Servigistics' advanced algorithms to ensure the right parts are available at the right time and location. This approach not only prevents overstocking and reduces unnecessary transfers but also significantly lowers both embodied and transportation carbon emissions—allowing us to exceed customer service expectations sustainably.



**SERVICE SUPPLY CHAIN DIRECTOR,  
LEADING IT AND NETWORKING  
SOLUTIONS PROVIDER**



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# FIELD SERVICE IMPROVES EFFICIENCY AND SUSTAINABILITY

Before researchers can make scientific breakthroughs, they must have uninterrupted access to state-of-the-art devices to perform experiments and engineer solutions. That's where MilliporeSigma comes in. As one of the world's leading producers of best-in-class products for pharmaceutical development and manufacturing, Millipore has placed an increasing emphasis on service to improve device uptime and enable their customers' research.

By unifying its field service processes and increasing installed base visibility with ServiceMax, MilliporeSigma has positively impacted customer satisfaction, NPS scores, compliance, and contract attach rates.

Improvements in service results are also paired with enhancements in efficiency and sustainability. Better visibility into service and work execution data has led to increases in workforce utilization and first-time-fix rates, inferring that better service is being delivered with fewer truck rolls. Better tracking of parts and insight into parts usage data has led to more effective stocking of parts in service vans and reduced parts inventory across the system.



## OUR IMPACT



My favorite thing about ServiceMax is the ability to be more proactive in looking at our business and being able to make the right decision at the right time to improve our customer's experience. Our engineers are using iPads, and they can see all work orders and order parts. There's a lot of enablement at their fingertips.

They can close out work orders on site, without the need to do lots of administrative tasks after the fact. It's transformed how we view service, and how our customers view our company.



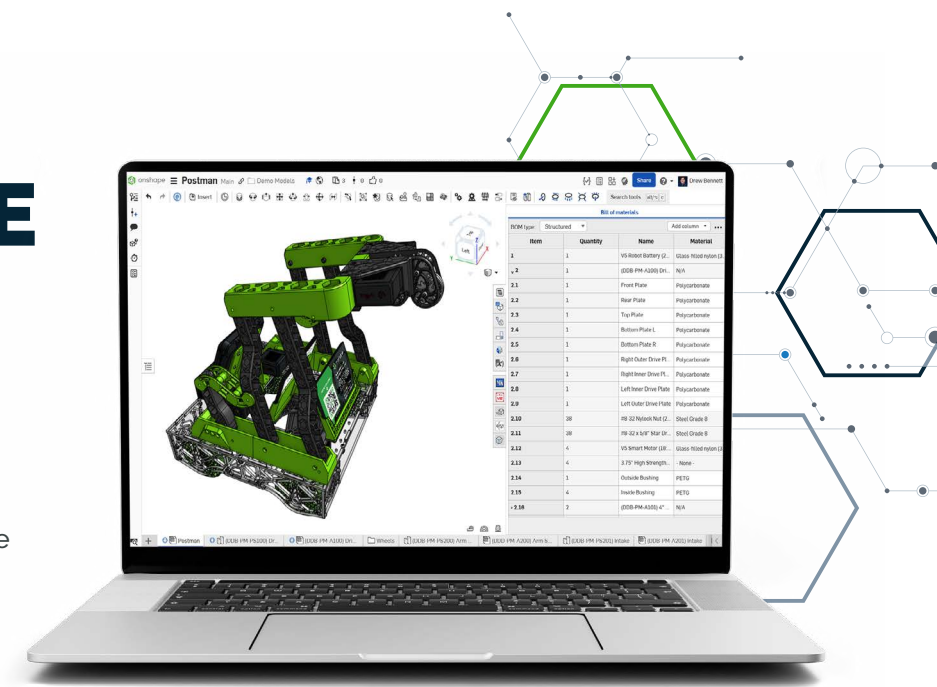
**STEPHEN MCPHEE,**  
HEAD OF SERVICE,  
MILLIPORESIGMA



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# ENHANCING OUR PRODUCTS TO SUPPORT MORE SUSTAINABLE PRACTICES THROUGHOUT THE PRODUCT LIFECYCLE

Designing for sustainability requires companies to consider the full lifecycle of a product. PLM plays a critical role, providing centralized data management, integration with other systems, visibility into the product lifecycle, robust change management, collaboration and communication tools, analytics and insights, traceability, and compliance management capabilities. We understand the complexity of the product lifecycle, and the many systems involved, and embrace an open ecosystem, where our technologies can integrate with other vendors' solutions. To lower product footprints, product companies need specialty supply chain data sources, advanced simulations, systems engineering providers, and new data exchange standards. In FY24, we progressed our portfolio for priority footprint-reducing capabilities.



## INTEGRATING WINDCHILL AND CREO WITH ANSYS GRANTA MATERIAL INTELLIGENCE

Designers in PLM and CAD can interact with Granta's extensive material database to select more sustainable materials for their parts and synchronize attributes for PLM footprint analysis. Newly emphasized selection considerations include carbon intensity, water intensity, toxicity, recyclability, and percentage of recycled content.

With material science accelerating to support sustainability initiatives, material data is a dynamic and impactful integration area for product development software.



## EXPANDING OUR ALM PORTFOLIO

In October 2023, PTC acquired [pure-systems](#). Manufacturing companies use pure-systems' pure::variants solution to efficiently manage the different variations of software and systems engineering assets across their product configurations. With integrations to Codebeamer, and over 20 engineering tools, pure::variants automates variant generation to enable the systematic reuse of engineering assets across entire product portfolios. Modular parts often require modular software to facilitate circularity.



## INTEGRATING WINDCHILL AND CREO WITH aPriori FOR MANUFACTURING INSIGHTS

Designing parts with early manufacturing insights can offer large cost savings and footprint reduction. Most often, cost and footprint reduction correlate with designs that reduce production scrap and energy. We further advanced our aPriori integration in FY24. The integration of Windchill and Creo with aPriori provides our customers with the ability to simulate the manufacturability of a design, predict the footprint of its manufacturing process, analyze alternative designs, and recommend material, geometry, and manufacturing process alternatives that are more sustainable.



## INTEGRATING WINDCHILL WITH Makersite FOR LIFECYCLE ANALYSIS (LCA)

We established a collaboration with Makersite to compute interactive lifecycle analyses from PLM BOM data. Makersite can estimate upstream and downstream environmental inventories and effects based on this PLM data. Makersite also provides interactions for design engineers to understand their product footprint hotspots and alternatives for improvement. Footprint areas include carbon and hazardous material compliance. We expect these capabilities will help our customers iterate cradle-to-cradle design improvements early and often.

# SUPPORTING ORGANIZATIONS ALIGNED WITH OUR SUSTAINABILITY FOCUS



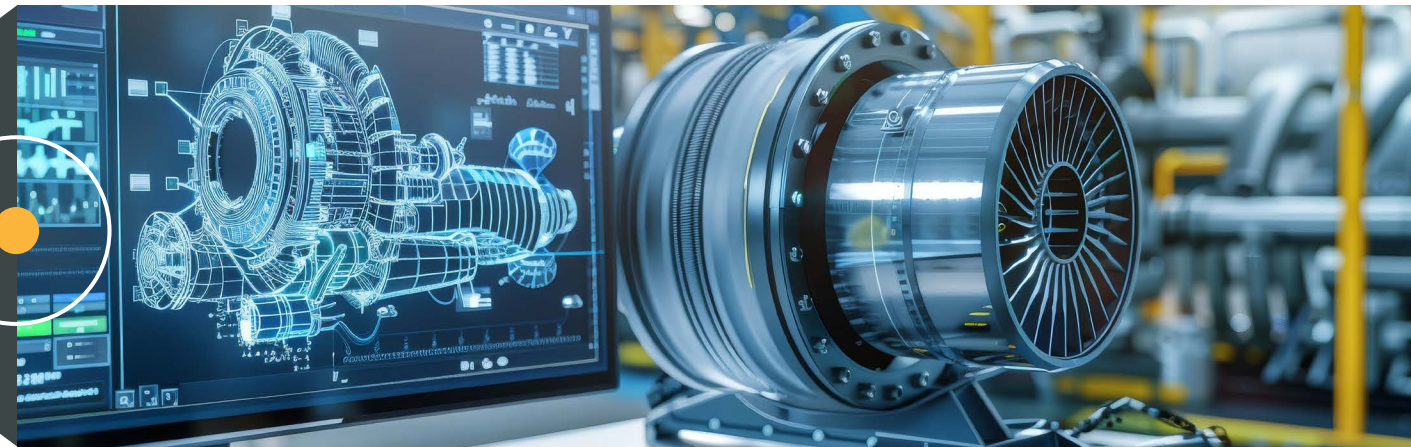
## COLLABORATING WITH THE AEROSPACE INDUSTRY

Earlier this year, PTC became a [liaison member](#) of the International Aerospace Environmental Group (IAEG). Aerospace is a high-growth industry with a significant and hard-to-abate emissions contribution. We're motivated to collaborate with leading aerospace manufacturers on tackling decarbonization and circularity challenges. We expect many of these innovations will help other manufacturing verticals as well.



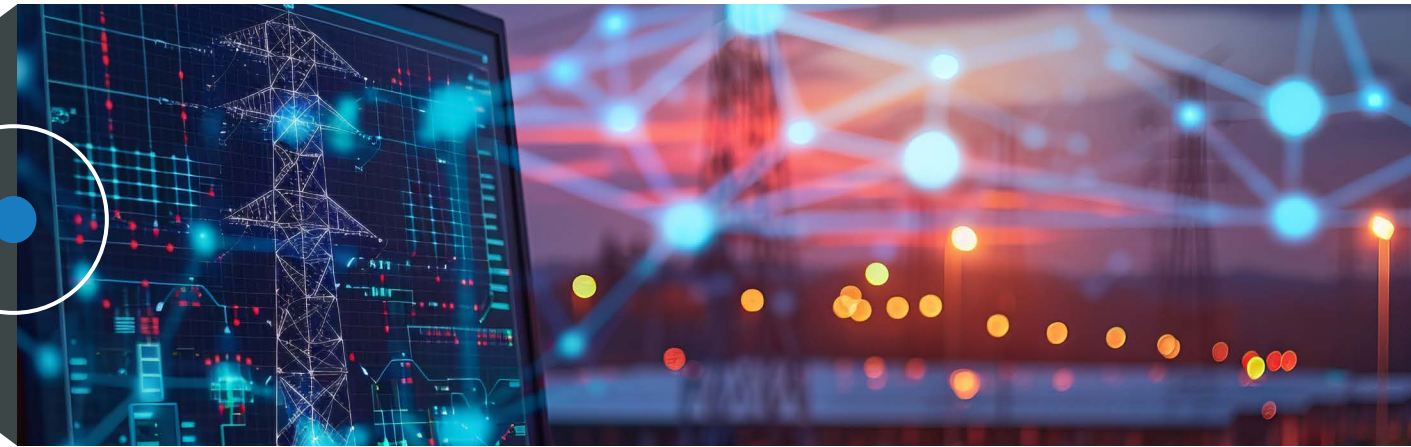
## LEADING CIRCULARITY STANDARDS

In September 2024, a representative of PTC joined the board of the Industrial Digital Twin Association (IDTA). The IDTA's Asset Administration Shell is gaining traction as a data exchange format to drive digital product passports and other supply chain footprint transparency.



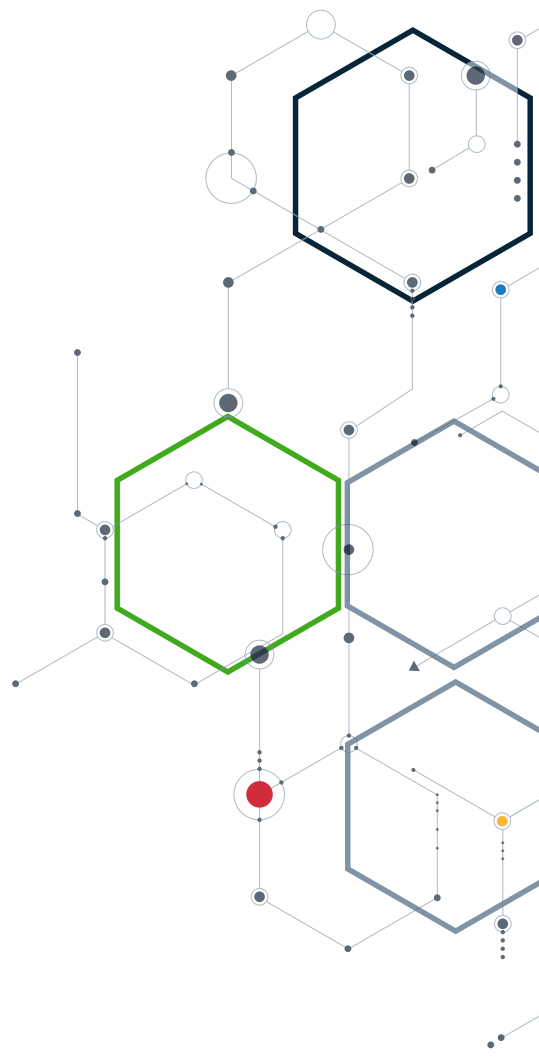
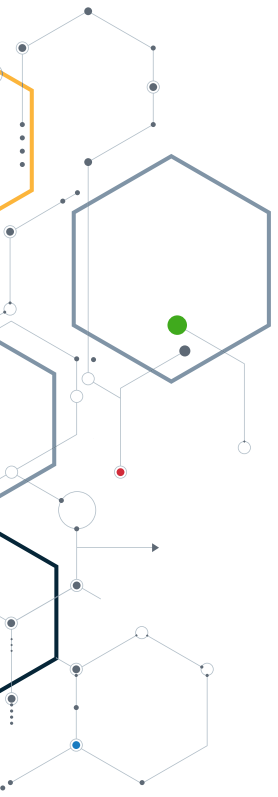
## FOUNDING SPONSOR OF NET-ZERO INSTITUTE

In FY24, PTC became one of the founding sponsors of the Net-Zero Institute, a non-profit organization dedicated to helping small- and medium-sized businesses reduce carbon emissions by providing strategic networking, learning, and community support needed to execute on net-zero decarbonization paths.



# EMPOWERING GREEN TECH COMPANIES WITH PRODUCT DEVELOPMENT SOFTWARE

From electric transport trucks and low-energy use homes to portable battery systems and solar panel tracker technology, green technology companies are using PTC software to design a more sustainable future.



## Instagrid ACCELERATES THE PATH TO PRODUCTION WITH ARENA

As a startup developing portable battery systems, a sustainable alternative to combustion engines, Instagrid's manual processes were making it difficult for external suppliers to keep up with design revisions. To solve these challenges, [Instagrid](#) needed to establish a single source of truth to manage and control the entire product design process. Since adopting Arena as its cloud-native PLM solution, Instagrid's product team can quickly share, review, approve, and release designs through automated engineering change notifications and routings. Suppliers are also advised on the latest design changes and can provide real-time feedback to engineering to help keep production track.



## Warehome USES CREO TO DESIGN SUSTAINABLE ARCHITECTURE



Our homes play a significant role in our carbon footprint, from the energy they consume to the materials they use during construction. [Warehome](#), a London architectural firm specializing in low-carbon design methodologies, is using the parametric modeling capabilities of Creo to tackle this challenge head-on.

“Creo has been developed to give engineers the freedom to try out a variety of material choices and apply different design techniques, to help them understand more. How much material are we applying here? Can we improve the efficiency of the use of materials, to reduce the design's carbon footprint? That's at the forefront of what design engineering systems can do.”

Joe Stuart, Owner, Warehome



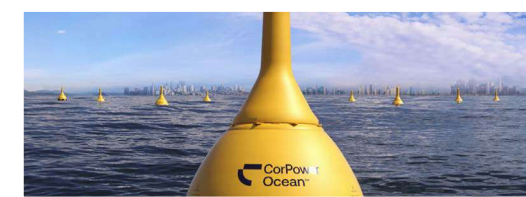
## CorPower Ocean USES WINDCHILL TO MAKE WAVES IN RENEWABLE ENERGY



[CorPower Ocean](#), a pioneering company in wave power technology, uses Windchill to develop advanced machines that convert energy from waves to make low-carbon electricity. Their approach not only reduces the overall cost of zero-carbon electricity, but also supports a more stable mix of renewable energy sources.

“One full scale wave energy converter can generate 300 kilowatts, so that's approximately enough for 100 homes. What we're trying to do is build a scalable network of these wave energy converters. And you can also combine it with offshore wind, for instance.”

Jacob Ljungbäck, Senior Mechanical Design Engineer, CorPower Ocean



# OUR PEOPLE & PURPOSE



Assembly Operations

Testing &





# A MESSAGE FROM LISA REILLY, EVP AND CHIEF PEOPLE OFFICER

At PTC, our purpose—the Power to Create—drives innovation, challenges the status quo, and shapes the solutions of tomorrow. With a global team, we live by core values that focus on the customer experience,

collaboration, bold ideas, and community support.

Guided by these principles, we continuously enhance our culture and transform how products are engineered, made, and serviced.

Across all locations, we prioritize mental health resources, manager trainings, and community-impact initiatives, like our new springtime volunteer campaign. Our competitive edge lies in our people, intellectual

curiosity, and commitment to customer success. Diverse ideas and an inclusive workplace fuel innovation, and our high engagement scores reflect how supported our employees feel. United in our goal to empower customers, communities, and each other, our collective impact extends far beyond our offices.



## THE POWER TO CREATE



GREAT PLACE TO WORK  
IN 19 COUNTRIES



BOSTON GLOBE'S #3 TOP  
(LARGE) PLACES TO WORK



BEST PLACES TO WORK  
FOR LGBTQ+ EQUALITY



BEST PLACES TO WORK  
FOR WOMEN IN INDIA

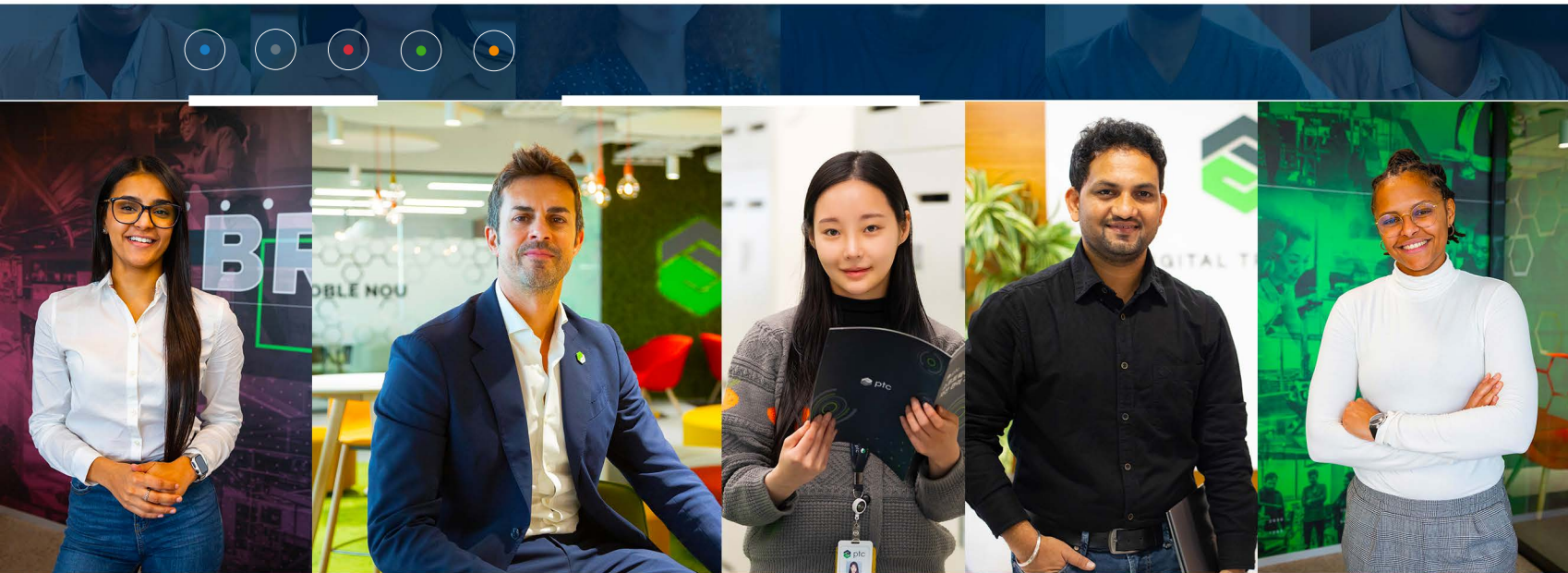


BEST PLACES TO WORK FOR  
DISABILITY INCLUSION



# OUR VALUES

Our employees bring our five core values to life through the experiences we deliver for customers, our inclusive culture, the collaborations we pursue, and the innovations we create.



## #LIFEATPTC

### BRAND AMBASSADORS:

Employees dedicated to showcasing the #LifeatPTC experience through global talent outreach and internal engagement to enable dynamic storytelling and interactive content across various communication platforms.



## CUSTOMERS MATTER

Really matter. We listen, work to understand their unique challenges, and strive to create excellent experiences, products, and partnerships that deliver meaningful impact.



## TEAM PTC

We win and lose together. We break down silos for our collective success. We see the bigger picture and build trust with each other by delivering on our promises, meeting deadlines, and sharing knowledge.



## BE BOLD

Speak up and be accountable. It's OK to disagree, raise concerns, and take calculated risks. If something isn't working, we're empowered to address it early, learn from our failures, and pivot quickly for better outcomes.



## PTC FOR ALL

We choose to be our best, authentic selves and welcome all to do the same. We always act with integrity and care about each other and the world around us.



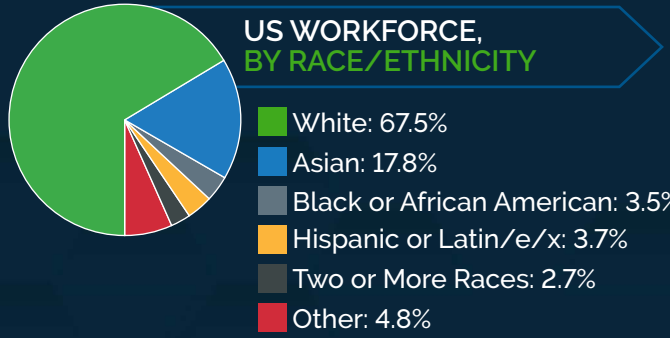
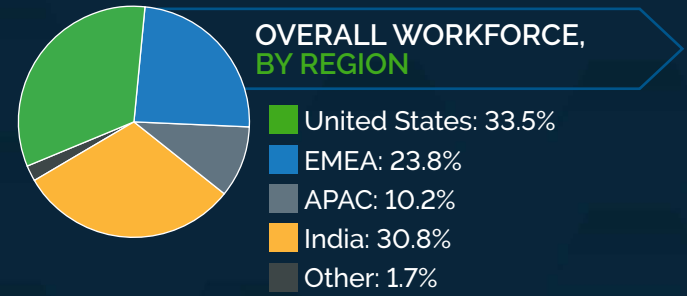
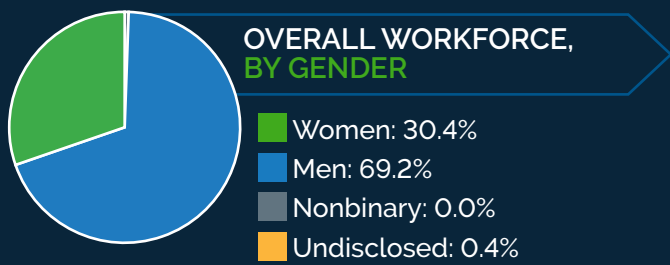
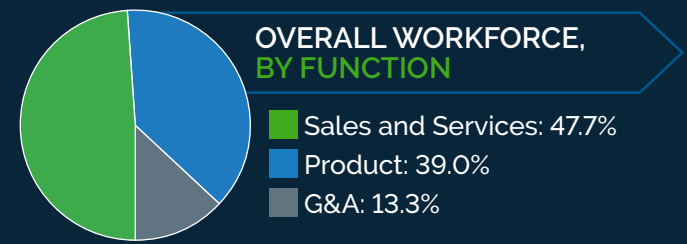
## PURPOSEFUL INNOVATION

We are driven to innovate across every team. We celebrate both big ideas and small continuous improvements. We stay curious and focus on delivering real customer value every day.

# OUR PEOPLE

Employee workforce representation data is analyzed in the aggregate to help create and enhance programming, policies, and hiring practices that align with our PTC for All value.

## 7,501 FULL-TIME EMPLOYEES



\*Data as of September 30, 2024



# EMPLOYEE EXPERIENCE



To ensure PTC remains a great workplace, we regularly gather employee feedback through various channels, including our engagement pulse survey. In October 2023, we had an **84% response rate**, indicating that our employees are engaged and willing to share their experiences. In addition, our **engagement score was 82\***, up one point from the prior year.

## TOTAL REWARDS

By offering a comprehensive core set of benefits—from an Employee Assistance Plan (EAP), healthcare, life and disability insurance, retirement savings plans, paid parental leave programs, and paid time off—to serve our diverse, global employee population, we are giving employees the tools, programs, and support they need to help them thrive mentally, emotionally, physically, and financially.

In addition to base salary, we provide eligible employees with incentive and equity compensation opportunities and offer discounted stock purchases through an Employee Stock Purchase Program.

\*PTC uses Glint's best practice 5-point Likert scale, which is transformed to a 100-point scale for survey reporting.

## SOME OF OUR UNIQUE OFFERINGS INCLUDE:

### GREEN COMMUTING & FITNESS



There is a bike benefit offered in France, Germany, Ireland, and the US, which takes the form of bike-sharing memberships, bike reimbursements, or the ability to pay for a bike with pre-tax dollars. We also cover 100% of an employee's monthly mass transit costs (up to \$280). In addition, we offer fitness reimbursements for employees participating in our US health plans.

### LGBTQ+ BENEFITS GUIDE



A new comprehensive guide outlines health benefits and services covered by CIGNA, our US medical provider, for PTC's LGBTQ+ community in the US.

### CHILD CARE



In France, we have reserved daycare spots and emergency care for nanny/caregiver absences.

[LEARN MORE ABOUT PTC'S TOTAL REWARDS HERE.](#)



# EMPLOYEE WELLNESS AND WELL-BEING

We recognize that mental health is a critical factor to overall employee well-being and have dedicated resources accordingly.

To support emotional well-being, PTC provides access to the SupportLinc Employee Assistance Plan, administered by CuraLinc Healthcare, which offers confidential, professional guidance to help all employees (and their families) address and resolve everyday issues. These offerings range from in-the-moment support and short-term counseling, legal or financial consultations, to a web platform for boosting wellness.

WHAT EMPLOYEES ARE SAYING:

**87** **WORK/LIFE BALANCE**  
MY DIRECT MANAGER SUPPORTS MY EFFORTS TO BALANCE MY WORK AND PERSONAL LIFE.  
(No benchmark)

**78** **EMPLOYEE WELL-BEING**  
PTC TAKES A GENUINE INTEREST IN EMPLOYEE WELL-BEING.  
(7 points above benchmark)

Survey scores from our annual global engagement survey in Oct. 2023.

## ADDITIONAL OFFERINGS INCLUDE\*:

### CIGNA MENTAL HEALTH RESOURCES (US)

Through our medical provider, Cigna, employees can take advantage of services, tools, and resources to support them (and their families) through a struggle with mental health.

### COMPASSIONATE LEAVE POLICY

We understand the deep impact that losing a loved one can have and we support our employees by providing additional paid time off when the need arises.

### EDUCATION REIMBURSEMENT (US, CANADA, INDIA)

We encourage employees to continue their learning and reimburse eligible employees for approved courses and related fees.

### EXTEND YOUR WEEKEND POLICY

Our employees enjoy extended time off during locally defined timeframes to improve work-life balance, recharge, and spend time doing things they value outside of work.

### FLEX@PTC POLICY

We're fostering a flexible working culture by understanding the importance of balancing in-person time and remote flexibility to meet personal and business needs. Individual contributors are expected to work in the office at least two days per week and people managers are expected to be in three days per week.

### MONTHLY WELLNESS WEBINARS

Through SupportLinc employees have access to a free series focused on strengthening their awareness and overall health and wellness around themes of resiliency, addiction awareness, mental health, understanding anxiety, and stress management.

### SUICIDE PREVENTION RESOURCES

We provide resources through the International Association for Suicide Prevention, the World Health Organization, as well as SupportLinc.

### EAP WELLNESS RESOURCES FOR MANAGERS

We provide managers with resources to address mental health management with their employees. Consultations are available for difficult situations, such as work performance, attendance problems, substance abuse, and more. Managers can also refer employees to the SupportLinc program to provide employees with additional support.

*\*Offerings are available globally unless otherwise noted.*



# GLOBAL WELLNESS AMBASSADOR PROGRAM

In addition to programmatic offerings provided by the company, we encourage local office initiatives to promote well-being.

## WELLNESS AMBASSADORS

Employees with a passion for individual health and wellness focus on encouraging and motivating colleagues through initiatives that strengthen personal, physical, mental, emotional, and financial health.

### HIGHLIGHTS OF REGIONAL EFFORTS:



#### COFFEE TALKS IN ROMANIA:

Our office in Romania hosts extended coffee break sessions to bring employees together to explore well-being topics, such as healthy eating habits, supporting people with autism, and even skin care. With diverse mentors covering personal and professional growth, the goal is to foster a healthy work environment for increased productivity.



#### MEDITATION CLASSES IN FRANCE:

Across all four offices in France, a meditation instructor invited employees to step back and feel better through breathing, being compassionate, and taking time for themselves. By holding meditation practice in the workplace, we aim to reduce stress, improve focus, enhance mental well-being, increase employee satisfaction, and foster team cohesion.



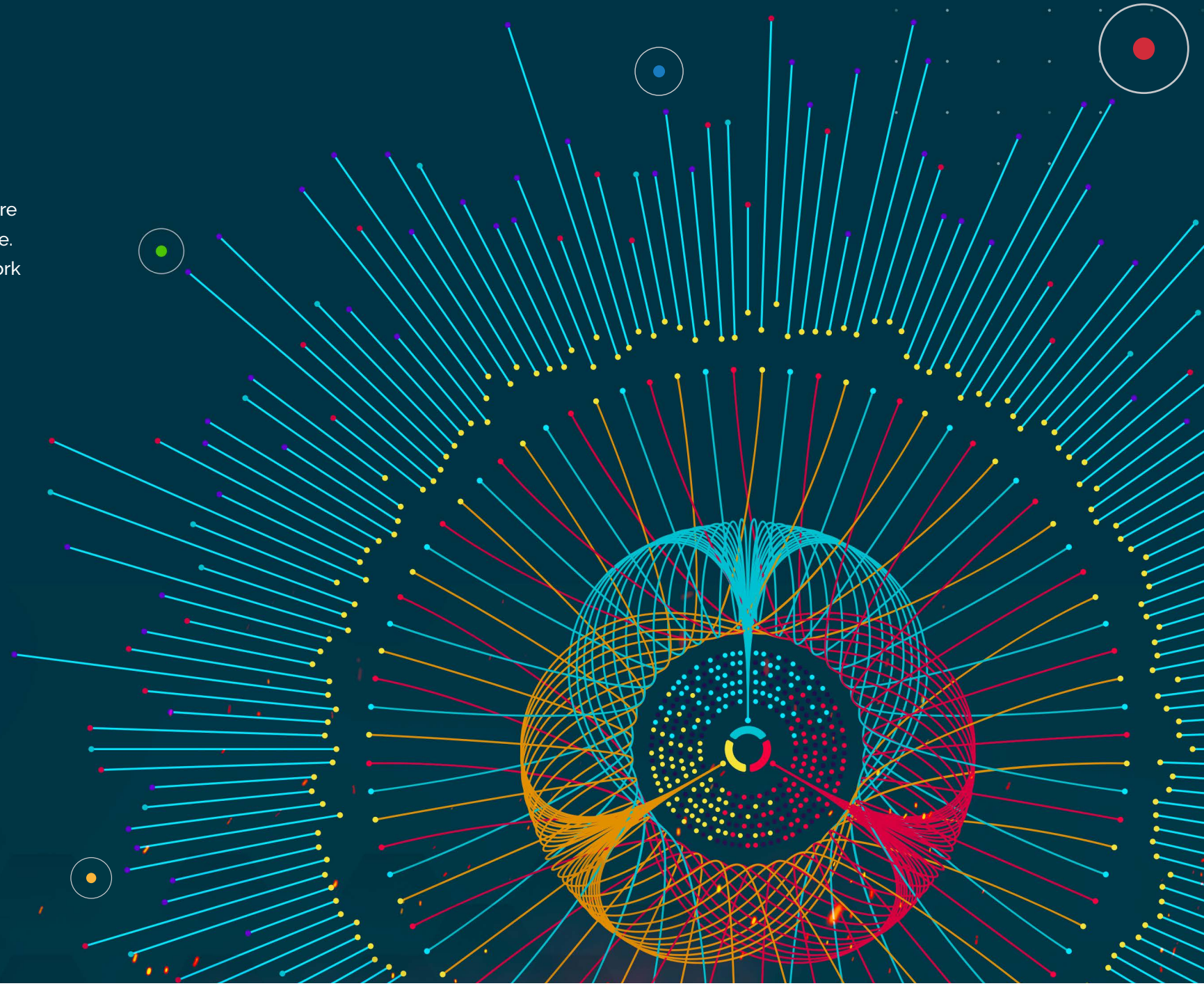
#### HEALTH DAY IN GERMANY:

To raise awareness around living a holistic healthy lifestyle, attendees learned about healthy eating and ergonomic workspaces with expert sessions on nutrition and movement.



#### WELLNESS WEEK IN BARCELONA:

Local team members created a Wellness Week to educate employees about PTC benefits and wellness resources. Special programming included guest speakers on finding your purpose, mindful meditation, and navigating digital well-being. The week ended with a beach volleyball charity tournament for Protectora la Huella Blanca, a local animal shelter.



# WORKPLACE HEALTH & SAFETY

PTC strives to maintain high standards of health and safety on a global scale. This year, we launched a cross-functional Global Health and Safety Committee to continually assess and enhance our health and safety risk management protocols. Our strategic approach is reinforced in our [Global Health and Safety Policy](#) and demonstrated through a range of programs designed to support employee safety and well-being:

## GLOBAL CRISIS MANAGEMENT PLAN AND TEAM

Enabling PTC to swiftly and efficiently address a crisis or potential crisis that could affect our stakeholders. As part of this plan, public emergency incidents that could significantly impact the safety, security, and overall well-being of our employees, or the availability of PTC facilities, are monitored closely and responded to appropriately.

## LOCAL EMERGENCY ACTION PLANS

Supporting each of our offices around the world for workplace emergencies, providing local guidance for employees, and establishing Emergency Response Teams for each office.

## WORKPLACE VIOLENCE PREVENTION POLICY

PTC strives to maintain a safe and violence-free workplace for all employees and contractors and will not tolerate any acts or threats of violence. This global policy states that any observed or reported form or threat of violence will be taken seriously and investigated. We have developed and maintain response plans and provide related employee training.

## PHYSICAL SECURITY POLICY

Mandating security measures across the globe to help ensure our people, facilities, assets, and data remain safe and secure.



# TALENT ACQUISITION

We've designed our talent acquisition strategy to identify and engage with the brightest minds and most promising talent in the industry. Our success lies in the unique individuals from all backgrounds who join our team. We believe diversity, equity, and inclusion (DEI) are essential for innovation, creativity, and business success and are connected to our larger organizational goal of attracting talented individuals. We embed DEI throughout our process, from sourcing to hiring to onboarding, enabling us to attract diverse, skilled candidates. Our holistic approach not only enhances our workforce but also fuels our mission to innovate and deliver in every endeavor.

## SOME OF OUR PRACTICES INCLUDE:

### EIGHTFOLD.AI

An artificial intelligence platform that supports our efforts to identify, engage, and consider a diverse group of qualified candidates based on their skills and potential.

### LIVE EVENTS & SOURCING CAMPAIGNS

Shining a spotlight on underrepresented groups, such as women, people of color, veterans, the LGBTQ+ community, and people with disabilities, to increase the diversity of our talent pipeline.

### DEI TRAINING

We train our recruiters, hiring managers, and interviewers in best practices from avoiding unconscious bias, using inclusive language, and providing equitable feedback.

## DEVELOPING OUR TALENT THROUGH LEARNING

To foster an innovative workforce—and grow and retain talent—we are investing in our employees by offering meaningful learning and development opportunities.

We also aim to provide an equitable experience for candidates to fill open roles through our internal mobility policy. By posting all available positions both internally and externally before an offer is made, hiring managers have time to consider internal applicants.





# GLOBAL PROGRAMS

## FOR EMPLOYEE LEARNING AND DEVELOPMENT



### MANAGING@PTC OFFERINGS

This new resource center provides global managers with tools, resources, and development opportunities to help them thrive. Key features include an on-demand essentials course on being a people manager at PTC, access to key process information, sign-ups for skill build sessions (from Managing Change to Addressing Challenging Situations), curated LinkedIn Learning paths, meeting recordings, and more. Approximately 33% of people managers have participated in Managing@PTC offerings in FY24.

### INTERNSHIP PROGRAM

Our internship program provides students with an immersive learning experience with hands-on, high-visibility, and high-impact work in areas across the organization. PTC welcomed 194 interns around the world based in the US, Spain, and India. Of note, 71% of our FY23 India intern class moved into full-time roles.

### FIELD TECHNOLOGY LEADERSHIP DEVELOPMENT PROGRAM

This ambassador program trains 50 field employees each year in how to educate our customers on our latest technology, innovations, and roadmaps.

### LINKEDIN LEARNING

Employees have unlimited access to over 16,000+ on-demand online courses taught by expert instructors organized by skill or subject. We also have curated learning pathways for managers and popular topics.

## OUR CUSTOM APPROACH TO ADDRESSING OUR LEARNING AND DEVELOPMENT NEEDS AROUND THE WORLD:

### PTC LIFTS (INDIA)

A yearlong leadership development program to enhance organizational opportunities for women and non-binary employees in India. Through external and internal networking, as well as leadership lessons and training, participants gained individual development plans, business acumen, and exposure to aspirational tracks within the company.

### JUNIOR SYSTEM SPECIALIST PROGRAM (GERMANY)

A 3-year dual-education program that combines technical training with vocational schooling to cultivate Junior System Specialists at PTC. One trainee graduated this year, gaining experience and IT knowledge in our systems, solutions, and network. There are currently six trainees in the program. Since its inception in 2009, 20 graduates have become full-time employees.

### APAC-EMEA/ MENTORSHIP PROGRAM

Continued from 2023, mentors from EMEA are paired with mentees from APAC to help improve leadership and problem-solving skills, communication with global colleagues, and deeper cultural perspectives. This year, the program had 32 participants from South Korea, Japan, France, Spain, Germany, Italy, UK, the Netherlands, and Turkey.

### ENGLISH LANGUAGE AND BUSINESS TRAININGS

An online course for employees based in non-English speaking markets to help improve their language and cultural business skills. Participants were from China, Japan, Singapore, South Korea, Taiwan, Thailand, and Vietnam.

### ROTATIONAL LEADERSHIP DEVELOPMENT PROGRAM (US)

The RLDP mission is to build agile future leaders by developing early-career talent with cross-organizational experience, an internal network, and a leadership mindset. This year, 91% of participants completed four six-month rotations and were placed in full-time roles.

### ANNUAL TALENT PROGRAM (CHINA)

To support professional growth, we provide employees annual opportunities to attend internal and/or external training sessions and workshops for reskilling and upskilling. More than 500 employees participated in this program during FY24.

# EMPLOYEE RECOGNITION

We reinforce our core values through employee recognition programs.



## CHANGE MAKERS

Change Makers is our top recognition program celebrating employees who embody the Power to Create, break down silos, and take on greater responsibility and accountability as they advance our strategy. Each quarter, up to three Change Makers are selected by a global, cross-functional committee of senior leaders. Watch our [video spotlights](#) on these outstanding employees.

**12** CHANGE MAKERS FROM **5** COUNTRIES OUT OF **94** TOTAL NOMINATIONS FROM **16** COUNTRIES



**KATHY KROLIK,**  
DIRECTOR, SERVICISTICS TECHNICAL SUPPORT

If I had to name my superpower it would be bringing people together to solve a problem. I'm not super technical so while I can't always solve the problems for customers, I know I can bring the right people together to do so and I'm **really lucky** to have such a talented and customer-focused team who I know I can lean on.



**JEAN-CHRISTOPHE COYNEL,**  
SENIOR DIRECTOR, INNOVATION LAB TECH SUPPORT MANAGEMENT

A few years ago, there was an initiative to change the user enablement process for Creo and deliver a new way to help customers, so this is where we started to really advocate for this idea. Then it began to materialize into something within the Innovation Runway, which gave us the opportunity to be more agile and deliver something that was **actually visible**.

## APPLAUSE

Applause is our social rewards and recognition platform that allows employees to celebrate colleagues through peer-to-peer recognition by sending virtual high-fives or points, which can be redeemed by shopping for a reward of the employee's choosing.

**18,924**  **APPLAUSE RECOGNITION MOMENTS**

## PRODUCTS RECOGNITION PROGRAM

The Products Recognition Program aims to promote a culture of recognition, foster a positive work environment, and retain and motivate top talent. Awarded employees are recognized across the products organization as Spotlight Winners and receive incentives acknowledging their significant contributions.

## INNOVATE@PTC AWARDS

We believe that every person can be an innovator. Innovate@PTC empowers employees—typically within R&D and product management fields—to see their ideas impact our company and communities in a visible, tangible way, in whatever segment they feel most passionate about. Employees commit to one day per month for an **"INNOVATION DAY"** to explore innovative ideas and learn new skills.

# OUR INCLUSIVE CULTURE

By recognizing the power of diversity, where we all have equitable opportunities to grow and contribute to a welcoming culture, we are creating the tomorrow we imagine today. Like the world around us, our culture is always evolving, and it's our employees who are driving those changes and fostering an inclusive environment through our Employee Resource Groups (including a new Family micro-community for new moms), Ambassador Groups, and volunteering.

## WHAT EMPLOYEES ARE SAYING:

**84** **EQUAL OPPORTUNITY**  
PTC CREATES AN ENVIRONMENT WHERE PEOPLE OF DIVERSE BACKGROUNDS CAN SUCCEED.  
(No benchmark)

**80** **BELONGING**  
I FEEL A SENSE OF BELONGING AT PTC.  
(7 points above benchmark)

*Survey results from our annual global engagement survey in Oct. 2023.*



21 36 67 98

# EMPLOYEE RESOURCE GROUPS (ERGS)



Our ERGs are critical contributors in building a more inclusive environment. They utilize the "4Cs Assessment Model" to guide their programs with dedicated committees for Career, Culture, Community, and Commerce. Our ERGs serve as talent incubators by providing employees with valuable leadership, mentorship, and networking opportunities.

Learn more about [ERGs at PTC](#).



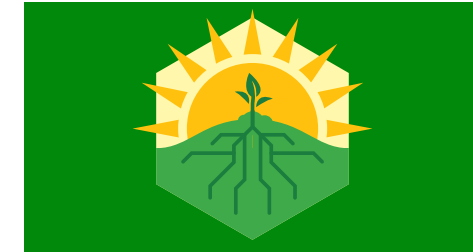
## ASIAN EMPLOYEES (AE@PTC)

Providing career development for [employees of Asian descent](#) while highlighting the diversity and richness of Asian American and Pacific Islander (AAPI) culture.



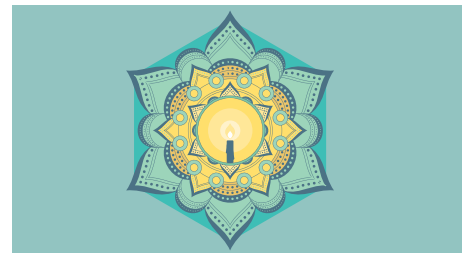
## BLACK EMPLOYEES (BE@PTC)

Fostering a [sense of belonging](#) among Black employees by providing resources for cultural awareness as well as supporting STEM, early career, and mentoring opportunities.



## EARLY CAREER (EC@PTC)

Fostering community, breaking down silos, and exposing members to resources for professional development.



## ENERGIZE

Building a global community around health and wellness.



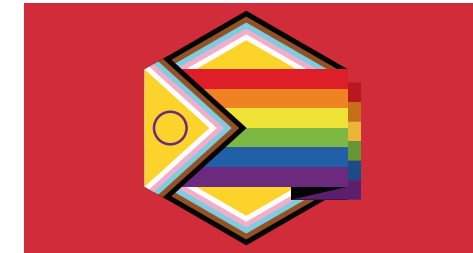
## FAMILY

Empowering PTC families to be successful both at home and at work and to positively impact PTC's business through the support of life and career harmony.



## HOLA

Empowering Hispanic and Latin/e/x employees to thrive in an inclusive environment by providing resources for career advancement and raising cultural awareness.



## PRISM

Creating a welcoming, safe, and supportive [work environment](#) for members and allies of the LGBTQIA+ community.



## SMART

Promoting inclusivity for individuals with visible and invisible disabilities, including neurodivergence, while ensuring the success of all employees, regardless of ability.



## VETERANS

Amplifying the [Veteran voice](#) and experience to enhance the future of PTC.



## VIRTUAL

Providing a community with resources for virtual employees to enhance their experience at PTC.



## WOMEN (WOPTC)

Creating a global community where women can support, network, and grow personally and professionally.



# ERGS IN ACTION

## BE SYMPOSIUM:



To continue the momentum of Black History Month and demonstrate our value of PTC for All, BE@PTC hosted a three-day event focused on unconscious bias training, building a supportive network for Black employees, allyship, advocacy, and networking.

## MENTORSHIP PROGRAM:



Sponsored by WOPTC, the mentorship program is a way for everyone in the PTC community to connect, grow, and achieve both professional development and personal goals through one-on-one mentoring. Pairs were matched based on mentee preferences (level, function, skills, and region). In 2024, the program nearly doubled in size with 215 mentors (+124 YoY) and 300 mentees (+130 YoY).

## VETERANS PARTNERSHIP WITH HOME BASE:



Since 2021, the Veterans ERG has encouraged employees to participate in the annual [Home Base Push-Up Challenge](#) for Veteran Suicide Prevention. This year, we raised over \$70,000, including a \$25,000 grant from the PTC Foundation.

### SPOTLIGHT

Our Italy office hosted an event for "INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN" where 20 employees listened to the experience of a local Iranian woman in a collective debate on the differential treatments of women within family, society, and the workplace. Courageous conversations were had around gender discrimination, perceived gender roles across different cultures, and ways to eliminate violence against women by 2030.



## DEI AMBASSADORS:



This collective of passionate employees around the globe brings a local lens to our efforts to increase diversity, create equitable experiences, and build an inclusive culture in their respective countries.



Becoming the executive sponsor of the **Asian Employee Resource Group** this year revealed the incredible diversity and contributions of our Asian American, Native Hawaiian, and Pacific Islander colleagues. Through our programming, I've connected with new colleagues of different generations who still share the familiar stories and cultural nuances that are sometimes forgotten when we assimilate. Our initiatives, open to everyone and accessible globally, have enriched our community and empowered voices from cultures where speaking up isn't always the norm. It's this rich diversity that makes our company a great place to work, where everyone, regardless of location, can contribute and make an impact. "

FROM PANEL DISCUSSIONS ON MULTILINGUAL FAMILIES TO CONVERSATIONS ABOUT BUILDING YOUR CAREER, OUR ERG PROGRAMS MAKE US FEEL LESS ALONE.



PUSHPINDER TOOR, GENERAL MANAGER, ARBORTEXT, AND AE@PTC EXECUTIVE SPONSOR

# OUR COMMUNITY IMPACT

## PTC FOR GOOD

PTC for Good is our holistic and strategic approach to social impact initiatives that encompasses all the ways we are embedding positive change across our entire ecosystem—and includes the PTC Foundation. Through these efforts, we are amplifying our ability to be a force **for good** in the world.

- ○ ○ ○ ○ ○ [Learn more about Social Impact at PTC.](#)



The mission of the PTC Foundation is to “**create a better reality**” by enabling communities to embrace technology through grants, while also empowering employees to positively impact their communities through volunteering and giving across all our global programs.

**\$655,000** PHILANTHROPIC GRANTMAKING THROUGH THE PTC FOUNDATION AND PTC INC. TO 29 ORGANIZATIONS\*

**\$129,752** CHARITABLE CONTRIBUTIONS THROUGH THE EMPLOYEE DONATION MATCH PROGRAM

- ○ ○ ○ ○ ○ [\\*Read our blog for details on the organizations supported.](#)

## SOCIAL IMPACT BENEFITS

We enable employees to do good with [great benefits](#):

**6,380** EMPLOYEE VOLUNTEER HOURS WE EMPOWER OUR EMPLOYEES TO GIVE BACK THROUGH TWO PAID DAYS PER FISCAL YEAR TO VOLUNTEER WITH A NONPROFIT

**\$138,232** TOTAL EMPLOYEE DONATIONS WE OFFER AN EMPLOYEE MATCH PROGRAM FOR ELIGIBLE DONATIONS UP TO \$250 USD TO NONPROFIT ORGANIZATIONS



VIEW DATA INFORMATION



WHILE SENDING

# OUR CAUSE PILLARS

WE FOCUS ON THREE KEY SOCIAL CAUSES TO DRIVE OUR PURPOSE AT THE CORPORATE LEVEL:

MIYAWAKI FOREST



## CAUSE PILLARS

## EMPLOYEES IN ACTION

### ENVIRONMENTAL SUSTAINABILITY

We partner with organizations that prioritize practical solutions and positive actions toward protecting our planet, including supporting research, education, and innovation around environmental sustainability.

Over the last two years, PTC has partnered with the Green Yatra Trust on two major tree plantation projects in India. Using the Miyawaki Method, an afforestation technique that uses native species to create dense forests in urban spaces, employee volunteers have embarked on creating a **Miyawaki Forest of more than 6,000 trees in Pune** and a **Biodiversity Park of over 11,000 saplings in Mumbai**. These projects offer continuous volunteer opportunities for PTC employees to help maintain these green spaces.

### STEM AND EDUCATION

We invest in and inspire future generations of engineers and innovators through relevant nonprofits and educational institutions within the space.

Our award-winning **STEM Lab Project** with our nonprofit partner, Seva Sahayog, involved setting up STEM labs and digital classrooms in four government schools in Pune, India. These labs teach science and mathematics concepts to students in grades 5-10, while also providing training to teachers and volunteer opportunities for employees. For this effort, PTC India was awarded the India CSR Award in STEM Education at the Maharashtra CSR summit.

**Lila Poonawala Fellowship:** PTC is sponsoring STEM education for 40 meritorious girls from underserved communities. This program covers their education in the field of Engineering and sets them up for success in their early careers.

**Ukraine Project:** As the war in Ukraine disrupted formal learning, PTC provided a grant, equipment, software, and curriculum to Angstrom, a technical school affiliated with Kharkiv University. The school developed courses in Mathcad and Onshape, helping students create 3D virtual models for various subjects, and providing an engaging learning experience.

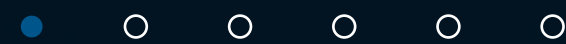
### COMMUNITY SUPPORT

We support organizations that impact the local communities where our employees live and work.

In partnership with **City Year of Greater Boston**, local employees participated in a volunteer event to benefit the Sportsmen's Tennis and Enrichment Center in Dorchester, Massachusetts. Employees dedicated 180 volunteer hours to constructing garden beds, assembling activity kits, and enhancing the center with new murals and benches. These efforts aim to enrich the lives of more than 5,000 youth who benefit from this organization's diverse programs.

# ANNUAL GLOBAL COMMUNITY IMPACT CAMPAIGNS

Check out our collective impact when our employees come together to support our local communities.



## SPRING INTO SERVICE

A new global initiative to continue the momentum in supporting our local communities by nominating nonprofits for grants, giving and volunteering, and learning more about our social impact efforts. [WATCH OUR 2024 RECAP VIDEO.](#)



- \$70,000+ donated across the globe
- 2,000+ hours of volunteering
- 400 employee participants from 22 PTC locations in 12 countries
- 70+ causes supported

## WEEK OF CARING

Established in 2010, our annual Week of Caring encourages employees to make a difference in the lives of others through community service. [WATCH OUR RECAP VIDEO.](#)



- \$25.3K donated across the globe
- 500+ employees volunteered and/or made donations from 25 offices in 12 countries
- 75+ organizations supported



IMPACT NOW

VIEW DATA INFORMATION

```
0001C0B4: A2 02 ldx #802  
0001C0B6: 20 63 C1 jsr SetNObjects  
0001C0B8: 00 05 ldx #80  
0001C0BB: 95 85 sta $B5,x  
0001C0BD: CA dex  
0001C0BE: 10 FB bpl
```



# GREEN AT PTC



“PTC EARTH WEEK is a signature program organized by Green at PTC each April. This year, the initiative reached 18 offices and over 1,000 employees around the globe. From beach clean-up days to home gardening tips, to clothing donations and fashion swaps, to campaigns to save electricity, together, we showcased our collective commitment to sustainability and the positive impacts we can make.”

-SYDNEY VASQUEZ, CO-PRESIDENT OF GREEN AT PTC

## HIGHLIGHTS OF REGIONAL EFFORTS:

### USA: Laptop Donation Program

The PTC Education team frequently works with robotics programs that need computers for programming, CAD, and other tasks, but do not have the means to acquire them. To get a second use out of PTC's machines, we launched a laptop donation program where we donated 42 PTC laptops to six robotics programs that serve over 200 students.

### SPAIN: Beach Clean Up

During Earth Week, employees spent half a day cleaning the beach near PTC's Barcelona office to help prevent plastic from going into the sea and becoming microplastics, which would negatively impact wildlife.

### FRANCE: Celebrating World Bee Day

To show our commitment to the environment and promote sustainable practices, our Aix-en-Provence and Toulouse offices installed beehives to support biodiversity and contribute to the protection of bees. On World Bee Day, employees celebrated by harvesting their own honey.

### ISRAEL: Forest Fire Prevention

Guided by the Keren Kayemeth Lelsrael (KKL) forest rangers/ firefighters, employee volunteers performed forest fire prevention by trimming low branches, clearing flammable brush, and removing debris.

### JAPAN: Monthly Environmental Beautification


Every month, PTC volunteers participate in cleanup activities for Okubo-Hyakunincho in the Shinjukug Ward of Tokyo to promote environmental beautification. In addition, employees collaborate with the local community on quarterly educational campaigns to inspire visitors to do their part in preventing littering and smoking on the streets.

### ROMANIA: Creativity & Innovation for a Green Future

The Bucharest office organized an interactive learning program for 26 local fourth graders during PTC Green Week with topics ranging from Earth Day, the importance of environmental protection, and recycling. The students got hands-on with PTC technologies, like Onshape and Vuforia, with specially designed educational environments. The program aimed to empower the young students to connect creativity, sustainability, and technology.

# PTC EDUCATION

FOR OVER 20 YEARS, PTC has aimed to enable the workforce of the future by providing resources and support for K-12 and collegiate students, educators, and academic institutions interested in learning and teaching about PTC's technology and software solutions as part of their STEM programs. The PTC Education program offers free and discounted software, original curriculum materials, online courses, certification, and engagement programs.



**1,300,000+**  
STUDENTS AND  
EDUCATORS  
LEVERAGED  
PROFESSIONAL-  
GRADE SOFTWARE  
IN THEIR STEM  
PROGRAMS THROUGH  
PRODUCT DONATIONS  
AND DISCOUNTED  
OFFERINGS




**1,710**  
SCHOOLS  
RECEIVED  
DONATIONS OF  
OUR ONSHAPE  
EDUCATION  
ENTERPRISE  
SOFTWARE  
SUBSCRIPTION



**\$60,000**  
DOLLARS IN  
FINANCIAL  
GRANTS TO  
37 STUDENT  
COMPETITION  
TEAMS



**8,761,931**  
TOTAL HOURS  
OF ONSHAPE  
USAGE TIME



FACILITATED MULTIPLE UNIVERSITY RESEARCH  
COLLABORATIONS AND ACADEMIC PUBLICATIONS

## OUR IMPACT

# FIRST ROBOTICS

FIRST Robotics Competition is an immersive, mentor-based program that actively involves students in science, engineering, and technology through robot competitions. In the 2023-24 competition season, PTC sponsored 32 teams through grants, contributing a total of \$30,000.

Moreover, PTC provides free access to our Onshape robust engineering design software to any student or mentor involved in the program. This initiative ensures that all participants can leverage the power of Onshape without financial barriers. Additionally, PTC employees actively contribute their time through PTC-sponsored volunteer hours, offering valuable mentorship to this vibrant STEM community.

In recent years, an increasing number of FIRST Robotics teams have adopted Onshape. We attribute this expansion to several key factors, including our aim to provide equitable access and eliminate cost barriers often associated with other design software, both of which contribute to a more level playing field. This accessibility empowers a diverse range of students to fully engage in the design process, explore exciting opportunities in STEM careers, and have fun.



## SAE COLLEGIATE DESIGN SERIES

The Society of Automotive Engineers (SAE) Collegiate Design Series provides hands-on, team engineering experiences for undergraduate and graduate students through extracurricular competitions such as Formula SAE, Baja SAE, and SAE Aero Design. These engineering projects require not just engineering knowledge, but also industry skills like project management, communication/collaboration, and resource management. For the 2023-2024 season, the PTC Foundation sponsored these competitions to support and excite the future engineering workforce.

PTC also sponsors **153 UNIVERSITY TEAMS** with donations of its Onshape Education Enterprise plan. With professional-grade tools and workflows, like FEA simulation and release management, this version of Onshape helps teams spend less time managing CAD files and more time designing and learning.



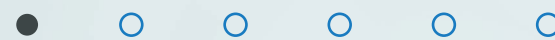


# SCIENCE OLYMPIAD

**SCIENCE OLYMPIAD** is a national organization in the United States dedicated to improving the quality of science education through competitive tournaments. Over 200,000 participating students gain hands-on experience in various scientific disciplines, which can inspire future careers in STEM. PTC supports the Science Olympiad organization as a sponsor, as well as by providing access to our Onshape cloud-native CAD software.

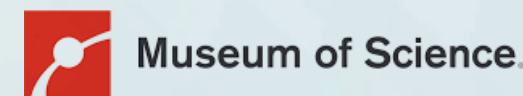
This year, we collaborated with the Science Olympiad organization to develop a new trial competition called Engineering CAD. Students were provided with drawings and tasked with modeling those parts and assemblies. This provides students with an engaging challenge while also giving them the opportunity to demonstrate technical proficiency and earn industry-recognized credentials.

We also make Onshape available for students competing in build events through Science Olympiad. Build events task students with designing, building, and testing devices to solve specific problems or meet required specifications. Tasks include building bridges, vehicles, or flying objects. Students can use Onshape to create digital designs and measure and test them prior to building.



## CORPORATE INITIATIVES & SPONSORSHIPS

Our approach to sponsorship, awards, and events is centered on community building, as well as employee development and talent pipelining.



# GOVERNANCE AND INTEGRITY



PASSTHROUGH - A13

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36

67

98

## CORPORATE GOVERNANCE

Our commitment to leading in all that we do by acting ethically and with integrity defines who we are. We support this commitment with a robust framework of policies, procedures, and processes designed to promote ethical behavior, accountability, and transparency, and protect the interests of our stakeholders.

### OUR COMMITMENT TO SUSTAINABILITY AND GOOD CORPORATE GOVERNANCE BEGINS AT THE TOP

Our Board of Directors is committed to maintaining the long-term sustainability of PTC and delivering long-term value for our stakeholders. Accordingly, the Board sets the tone at the top to drive a culture of ethical behavior and compliance with laws. Our Board is structured and operates in a way designed to serve the interests of stakeholders.

### BOARD DIVERSITY

Our Board of Directors has nine well-qualified and experienced directors, three are women and two are men from diverse ethnic backgrounds. The Board has a diverse set of backgrounds, experience, ages, and tenure, with five of the directors joining over the past five years and the other five having longer tenures. This well-structured and diverse Board was built through the Board's continuing commitment to Board refreshment and diversity at the Board level.

### OVERSIGHT OF ENTERPRISE RISK MANAGEMENT

Our Board of Directors is responsible for the oversight of management's enterprise risk management. Our executive management is responsible for managing risk and takes an enterprise-wide approach to identify and address existing, emerging, and future risks, including non-financial risks. Our Board and its relevant committees review with our executive management the risk management practices for which they have oversight responsibility. Since overseeing risk is an ongoing process and inherent in PTC's strategic decisions, the Board and its relevant committees do not view risk in isolation but discuss risk throughout the year in relation to ongoing operations and proposed actions and initiatives.

### OVERSIGHT OF ESG MATTERS AND INITIATIVES

As part of its oversight of management's enterprise risk management, our Board of Directors has oversight over ESG matters and initiatives. Each of the standing Board committees oversees ESG matters and initiatives within its purview and expertise. Our Board committee charters describe the responsibilities of the respective committees.

- The Corporate Governance Committee is responsible for our corporate governance matters and oversight of our overall ESG program, including risks and opportunities related to climate change and community engagement initiatives, as well as oversight of ESG risks and initiatives not addressed by other committees of the Board.
- The Compensation and People Committee oversees our key people management strategies and programs, including those with respect to diversity, equity, and inclusion, corporate culture, pay equity, employee training and development, employee engagement, and retention.
- The Cybersecurity Committee has oversight of our cybersecurity and data security programs and initiatives.
- The Audit Committee has oversight of our accounting and financial reporting processes and audits of PTC's financial statements. The Audit Committee also has oversight of our ethics and compliance programs.



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8876

# ESG GOVERNANCE

Our ESG Council, a cross-functional team of executives, is responsible for the strategic direction of our ESG program. The ESG Council provides periodic reports to the Corporate Governance Committee on the status of our ESG strategy, initiatives, and programs. From an organizational standpoint, the ESG Council reports directly to the CEO in his capacity as an executive officer, one level below the reporting line from the CEO to the Corporate Governance Committee and Board of Directors.

In 2024, at the direction of the ESG Council, the ESG Operating Leads began preparing to report under the EU's Corporate Sustainability Reporting Directive (CSRD). While we are not required to report on an enterprise-wide basis until FY29, we intend to report in accordance with the CSRD at an enterprise-wide level starting in FY26.

The ESG Council consists of our Chief Financial Officer, Chief Marketing & Sustainability Officer, Chief People Officer, General Counsel, Chief Technology Officer, and Chief Product Officer. Below the ESG Council, there are Operating Leads for each of the Environmental, Social, and Governance pillars of the ESG program.

## BOARD OF DIRECTORS

AUDIT COMMITTEE    CYBERSECURITY COMMITTEE    CORPORATE GOVERNANCE COMMITTEE    COMPENSATION AND PEOPLE COMMITTEE

## CHIEF EXECUTIVE OFFICER

## ESG COUNCIL

## ESG OPERATING LEADS

VIEW DATA INFORMATION

```
000100AE: E5 B5 inc Draw
MetersFlag
000100B3: A2 03 100 0000
000100E2: 00 2E sta NetWorkManager
000100B4: A2 02 idx #502
000100B6: 20 63 C1 jsr SetNObjects
000100B9: A2 05 idx #305
000100B8: 95 B5 100 0000
000100BD: CA
000100BE: 10 FB bp1
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EXPORTING OUTPUT

# ETHICAL CONDUCT AND COMPLIANCE

PTC is committed to conducting its business with integrity and in compliance with all applicable laws and regulations and expects its directors, executives, employees, contractors, and business partners acting on its behalf to do the same. Stemming from our commitment to sharing the information our customers and partners need to be confident in doing business with us, we created our [Trust Center](#) as a hub for information about our compliance with laws and regulations that apply to our business.

## OUR CODE OF BUSINESS CONDUCT AND ETHICS ADDRESSES OUR POLICIES ON THE FOLLOWING TOPICS\*:

- [Anti-bribery and anti-corruption](#)
- [Fair competition](#)
- [Human rights](#)
- [Open door and anti-retaliation](#)
- [Confidential information and IP](#)
- [Health and safety](#)
- [Non-discrimination](#)

\*This is not a complete list of the topics covered. See the full [CODE OF BUSINESS CONDUCT AND ETHICS](#). ▶▶▶

# CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics (the "Code") applies to all PTC employees, executives, consultants, and our Board of Directors. We also expect our business partners, customers and suppliers to abide by all the principles in our Code. Failure to comply with the Code may result in disciplinary action up to and including termination. Our Chief Compliance Officer provides our Board of Directors with periodic reports on the operation and effectiveness of our ethics and compliance program.

We maintain an Open Door & Anti-Retaliation Policy encouraging employees to speak up and seek guidance when they have questions about the Code or Company policies, need guidance on how to ethically navigate a complicated situation, or want to report unethical behavior. Employees can report unethical behavior to designated PTC contacts, or anonymously through the PTC Open Door Helpline via phone or online, 24 hours a day, seven days a week, from anywhere in the world. We are committed to investigating and dealing with all concerns, complaints, or incidents of wrongdoing in a fair and timely manner while respecting the confidences and sensitivities of all persons involved. All PTC employees, regardless of title or role, are prohibited from retaliating or taking adverse action against anyone for raising suspected conduct violations or for cooperating in an investigation of a report of such violations.





# SUPPLIER INTEGRITY

**OUR SUPPLIER SUSTAINABILITY POLICY** sets forth the expectations of our business suppliers and partners to read and comply with our Code of Business Conduct and Ethics and ensure that the requirements are communicated, understood, and followed by their employees and employees of their subcontractors and suppliers. It also specifies that suppliers must support internationally recognized human rights, especially those banning child labor, forced labor, slavery, discrimination, harassment and human trafficking, and comply with all applicable laws and regulations regarding health and safety in the workplace.

Our policy encourages our suppliers to consider their environmental impacts, including energy efficiency and consumption, use of reliable energy, waste of water and other natural resources, and greenhouse gas emissions in the supplier's own business and across their supply chains. We also encourage our suppliers to measure and report their GHG emissions and consumption of natural resources. *For more information on how we are pursuing more sustainable suppliers based on their environmental impact, visit the [Environmental Sustainability](#) section.*

Our policy reserves the right to take appropriate measures against suppliers and business partners that do not fulfill the requirements of our Supplier Sustainability Policy, up to and including termination of their relationship with us.



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# CYBERSECURITY AND DATA PRIVACY

**CYBERSECURITY** is a risk area with oversight at the highest levels of the organization, including the executive level and Board. The Cybersecurity Committee of the Board receives quarterly reports from our cybersecurity teams on the state of our cybersecurity and our initiatives to enhance our cybersecurity profile and that of our products. As part of our program, we train our employees throughout the year on cybersecurity risks and our policies and practices designed to address those risks.

## PTC PRODUCT SECURITY CERTIFICATIONS AND COMPLIANCE

PTC SERVICE	ISO 9001	ISO 27001	SOC2 TYPE II	TISAX AL3*	FedRamp & IL5
TECHNICAL SUPPORT	✓				
PTC CLOUD		✓	✓	✓	✓
ARENA			✓		
CODEBEAMER	✓	✓	✓	✓	
SERVICEMAX		✓	✓		
ONSHAPE			✓		
VUFORIA			✓		
pure::variants		✓			



FOR MORE ON OUR PROACTIVE CYBERSECURITY APPROACH AND PRIVACY POLICY, VISIT OUR [TRUST CENTER](#).



**DATA PRIVACY** and the protection of personal information is critical to our organization. We've developed and implemented a global privacy program to safeguard personal information through sound policies and procedures that place appropriate controls on personal information processing.



**ADVANCING A CYBERSECURITY AND PRIVACY-FIRST CULTURE** Our Cybersecurity & Privacy Ambassadors (CSPA) program is a global community of employees that come together to form the foundation of PTC's human firewall. Ambassadors learn and model best practice behaviors that keep us safe from potential threats, while serving as a link between PTC's security experts and the rest of the company to help us secure PTC's SaaS future.

# ARTIFICIAL INTELLIGENCE GOVERNANCE

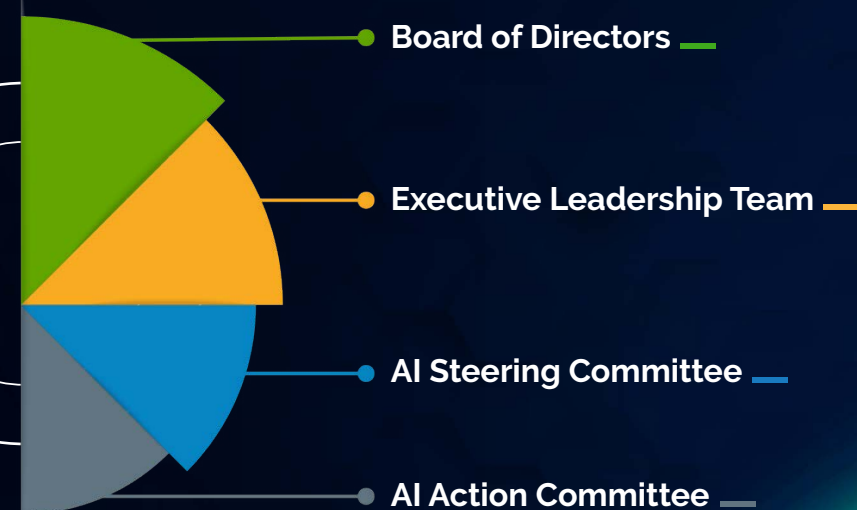
In FY24, we established an AI Governance Framework to guide our efforts in adopting responsible AI governance while fostering AI innovation. The AI Governance Framework consists of our executive leadership team, an AI Steering Committee, and an AI Action Committee.

The AI Governance Framework provides periodic reports to the Corporate Governance Committee on the status of our AI governance strategy, initiatives, and programs.

The AI Action Committee is a cross-functional team responsible for developing AI policies, evaluating AI use cases, and creating AI training programs. The AI Action Committee provides periodic reports to the AI Steering Committee, which evaluates escalations and makes strategic recommendations. The AI Steering Committee, in turn, provides periodic reports to the executive leadership team, which offers comprehensive guidance on our AI strategy and

provides periodic reports to the Corporate Governance Committee and the Board of Directors.

As part of implementing responsible AI governance, we developed an AI Governance Policy that aligns with the principles of trustworthy AI, as defined by the National Institute of Standards and Technology's (NIST) Artificial Intelligence Risk Management Framework (AIRMF1.0). These principles emphasize AI that is valid, reliable, safe, secure, resilient, transparent, explainable, privacy-enhanced, and fair. Our AI Governance Policy outlines the governance structure we use to assess the risks associated with the design, development, deployment, and use of trustworthy AI solutions.



# PUBLIC POLICY AND POLITICAL CONTRIBUTIONS

Our public policy advocacy often involves education, participation, and thought leadership within industry, business, and policy forums regarding issues that affect our business and our stakeholders. We do not make corporate political contributions and do not have a political action committee.



## GOVERNANCE POLICIES AND RESOURCES

[CODE OF BUSINESS CONDUCT AND ETHICS](#)



[GOVERNANCE DOCUMENTS](#)

[OUR BOARD OF DIRECTORS](#)



[TRUST CENTER](#)

[BOARD COMMITTEE CHARTERS](#)



[MODERN SLAVERY STATEMENT](#)

# .....APPENDIX.....

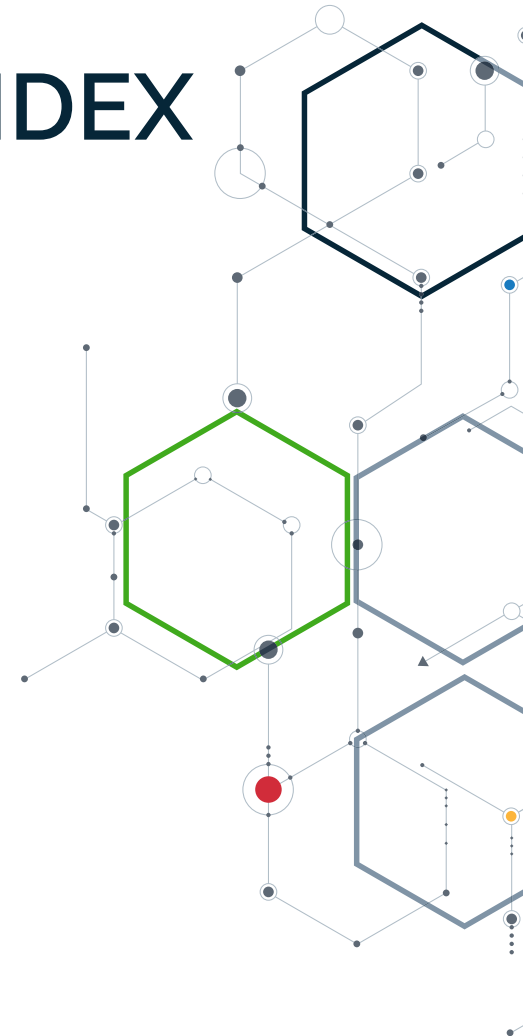
# SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

This document has been prepared in alignment with the SASB Software & IT Services Industry Standard. Our sustainability reporting continues to evolve and expand. For metrics on which we do not report at this time, we will continue to evaluate reporting on that metric in the future, including whether we have reliable data.

Note: Data is as of Sept. 30, 2024.

## ENVIRONMENTAL FOOTPRINT OF HARDWARE AND INFRASTRUCTURE

TC-SI-130A.1	Total energy consumed; PTC operations only	60192 GJ
TC-SI-130A.2W	Water withdrawn and consumed in PTC operations	PTC has limited visibility into leased building water usage. Future tracking of this metric is being considered.
	Analyze PTC operations in water-stressed regions	We assess water-related risks based on the location of our offices upon lease renewal. Because this is a long-term issue and we have globally dispersed operations, PTC and its value chain have time to shift and adjust business practices to accommodate and prevent harmful effects.
TC-SI-130A.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	In selecting data centers, we intentionally select providers based on their commitment to not only quality service and security, but also to environmental responsibility, including water, energy, and land use. PTC leases space in co-located data centers for all of its data storage.





## DATA PRIVACY & FREEDOM OF EXPRESSION

TC-SI-220A.1	Description of policies and practices relating to behavioral advertising and user privacy	PTC maintains a global privacy program to safeguard all personal information through sound policies and procedures that place appropriate controls on personal information processing. Information about how PTC collects and processes personal information is set out in the <a href="#">Data Privacy Statement</a> covering PTC's collection and processing of personal information generally, with specific <a href="#">Privacy Statements for SaaS User and Mobile Apps</a> , <a href="#">Job Applicants</a> , and <a href="#">Children's Data and Onshape Education Plans</a> , together with a separate Employee Privacy Notice.
TC-SI-220A.2	Number of users whose information is used for secondary purposes	None (0)
TC-SI-220A.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	\$0 USD
TC-SI-220A.4	Number of law enforcement requests for user information	0 requests
	Number of users whose information was requested	0 requests
	Percentage of requests resulting in disclosure	0%
TC-SI-220A.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	Due to the nature of data processed by PTC, there are no countries where we do business where the government requires monitoring, blocking, or content filtering.

## DATA SECURITY

TC-SI-230A.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>Cybersecurity is a risk area with oversight at the highest levels of the organization, including the Executive Level and Board, including a dedicated Cybersecurity Committee of the Board. The Cybersecurity program is constantly under review as we are always adapting to new threats and maturing the program. As a matrixed cybersecurity organization, PTC has adopted the "Three Lines Model" to effectively address cybersecurity risk management, controls, and assurance.</p> <p>The overall operational program is led by a cross-functional Cybersecurity Strategy Council led by the office of Cyber Risk Management, which reports to our Chief Compliance Officer. The Council is supported by a qualified team of security professionals and key business stakeholders from all key functions, including Products, IT Infrastructure, SaaS, and Cloud. The Cybersecurity Risk and Privacy teams are supported from an assurance perspective by our Internal Audit teams. All cybersecurity, risk, and internal audit functions report to the PTC Executive Leadership team and the PTC Board.</p>
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## RECRUITING & MANAGING A GLOBAL, DIVERSE, & SKILLED WORKFORCE

TC-SI-330A.1	Percentage of employees located outside the United States	66.5%
	United States	33.5%
	Americas (excluding United States)	1.7%
	Europe, Middle East, Africa (EMEA)	23.8%
	Asia-Pacific Countries (excluding India) (APAC)	10.2%
	India	30.8%
TC-SI-330A.2	Employee engagement as a percentage	82%
TC-SI-330A.3	Percentage of racial/ethnic group representation in the US for (1) management, (2) technical employees, and (3) all other employee	<p><b>(1) MANAGEMENT<sup>1</sup></b>            White: 75.7%            Asian: 15.3%            Hispanic or Latin/e/x: 2.2%            Black or African American: 1.6%            Two or More Races: 1.1%            Other: 4.1%</p> <p><b>(2) TECHNICAL EMPLOYEES<sup>2</sup></b>            White: 58.9%            Asian: 27.0%            Hispanic or Latin/e/x: 2.8%            Black or African American: 4.1%            Two or More Races: 2.6%            Other: 4.6%</p> <p><b>(3) ALL OTHER EMPLOYEES</b>            White: 73.2%            Asian: 10.0%            Hispanic or Latin/e/x: 5.1%            Black or African American: 3.5%            Two or More Races: 3.2%            Other: 5.1%</p>

<sup>1</sup> Management is defined as employees at the Director level and above.

<sup>2</sup> Technical employees are defined by employees that fall into 15-000 and 17-000 roles, as defined by the US Bureau of Labor.







## RECRUITING & MANAGING A GLOBAL, DIVERSE, & SKILLED WORKFORCE

TC-SI-330A.3

US employees	<p>White: 67.5%</p> <p>Asian: 17.8%</p> <p>Hispanic or Latin/e/x: 3.7%</p> <p>Black or African American: 3.5%</p> <p>Two or More Races: 2.7%</p> <p>Other: 4.8%</p>
Percentage of gender representation for (1) management, (2) technical employees, and (3) all other employees	<p><b>(1) MANAGEMENT<sup>1</sup></b></p> <p>Women: 16.9%</p> <p>Men: 83.0%</p> <p>Nonbinary: 0.1%</p> <p>Undisclosed: 0.1%</p> <p><b>(2) TECHNICAL EMPLOYEES<sup>2</sup></b></p> <p>Women: 23.0%</p> <p>Men: 76.4%</p> <p>Nonbinary: 0.0%</p> <p>Undisclosed: 0.6%</p> <p><b>(3) ALL OTHER EMPLOYEES</b></p> <p>Women: 48.8%</p> <p>Men: 51.0%</p> <p>Nonbinary: 0.0%</p> <p>Undisclosed: 0.2%</p>
All employees	<p>Women: 30.4%</p> <p>Men: 69.2%</p> <p>Nonbinary: 0.0%</p> <p>Undisclosed: 0.4%</p>

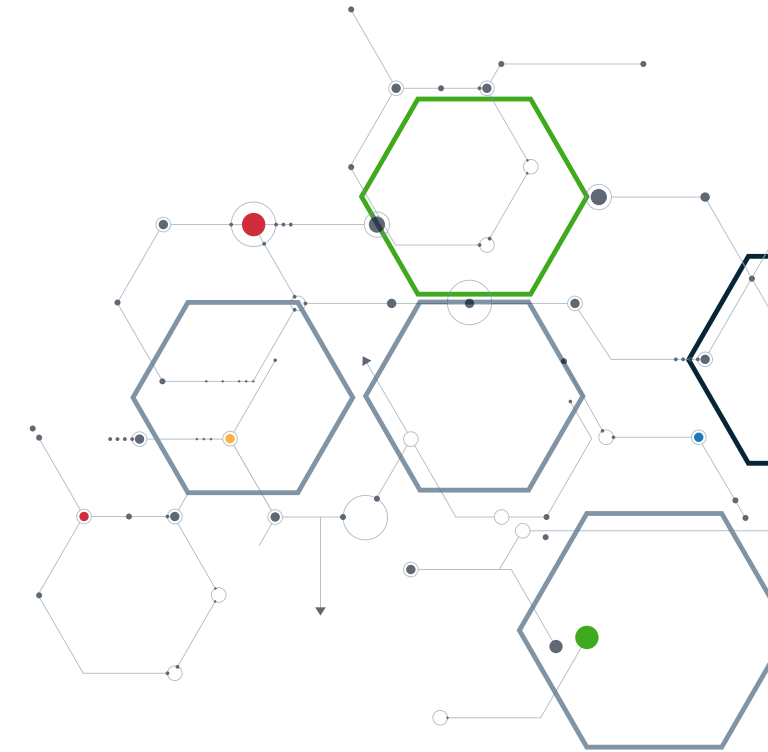
## INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR

TC-SI-520A.1

Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	\$0 USD
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<sup>1</sup> Management is defined as employees at the Director level and above.

<sup>2</sup> Technical employees are defined by employees that fall into 15-000 and 17-000 roles, as defined by the US Bureau of Labor.



# CLIMATE RISK PLAN

PTC conducts an annual assessment of climate risks and opportunities using guidelines from the Task Force on Climate-Related Financial Disclosures (TCFD). This year, we extended our evaluation to our supply chain to determine potential physical and transitional effects of climate change. We evaluated our climate-related risks and opportunities based on the short-term (up to 1 year), medium-term (up to 5 years), and long-term (up to 10 years).

Our FY24 scenario analysis leveraged two scenarios when considering our climate-related risks, opportunities, and strategies. We analyzed the less than 2°C warming scenario, also known as SSP1-2.6 by TCFD standards, and the 4°C warming scenario, or SSP3- 7.0. These scenarios were chosen based on accepted optimistic and pessimistic climate transition predictions.

	RISK/OPPORTUNITY	WHERE IN THE VALUE CHAIN DOES THE RISK DRIVER OCCUR?	MAGNITUDE OF RISK	LIKELIHOOD OF RISK OCCURRENCE	CORPORATE IMPACT	CORPORATE RESPONSE TO RISK/ STRATEGY TO REALIZE OPPORTUNITY
<b>PHYSICAL RISK</b>  <b>ACUTE ENVIRONMENTAL RISK</b>	Acute Physical	Direct Operation & Supply Chain	Medium	Low	Increased instances of extreme weather events could impact the entire PTC value chain potentially resulting in operational disruptions and increased costs due to communication infrastructure/grid instability and building damage. Severe storms or environmental hazards could cause rolling blackouts, which could negatively impact SaaS companies that rely heavily on grid infrastructure. Additionally, office buildings may be damaged in the event of extreme weather events.	We have globally dispersed operations, which helps reduce the magnitude of this risk, including the duration of any disruption. We lease our buildings, which helps mitigate financial risk associated with any building damage. Further, our high-risk sites have added mitigation infrastructure to diminish this risk. To help mitigate extreme weather events, we are implementing energy efficiency initiatives and transitioning to renewable solutions. To use water, energy, and land more efficiently, a number of our leased office spaces/buildings are LEED-Certified buildings in locations accessible to mass transit. Additionally, for leased space in co-located data centers, PTC selects providers based on their commitment to quality service, security, and environmental responsibility. PTC has largely consolidated with data center and cloud providers with decarbonization targets that align with our own.
<b>CHRONIC ENVIRONMENTAL RISK</b>	Chronic Physical	Direct Operation & Supply Chain	Low	Medium	Sea level rise and drought/water stress could impact the entire PTC value chain and lead to operational disruptions and increased costs.	We have globally dispersed operations, which helps reduce the magnitude of this risk, including the duration of any disruption. We lease our buildings, which helps mitigate financial risk associated with any building damage. Further, we have the ability to assess this risk based on the location of our offices upon lease renewal. Because this is a long-term issue, PTC and its value chain have time to shift and adjust business practices to accommodate and prevent harmful effects.

# CLIMATE RISK PLAN



TRANSITION RISK	RISK/OPPORTUNITY	WHERE IN THE VALUE CHAIN DOES THE RISK DRIVER OCCUR?	MAGNITUDE OF RISK	LIKELIHOOD OF RISK OCCURRENCE	CORPORATE IMPACT	CORPORATE RESPONSE TO RISK/ STRATEGY TO REALIZE OPPORTUNITY
MARKET SHIFTS	Market	Customers	Low	Low	Potential changes in consumer preferences and demand for sustainable and low-carbon products and services can create risk for businesses that are unable to adapt, potentially leading to a loss of market share and decreased financial performance.	Our ESG practices, including our net-zero SBTi-verified targets and transparent reporting of GHG emissions, help to mitigate this risk. Additionally, we comply with certain ESG programs of our customers, and we set forth ESG expectations of our suppliers in our Supplier Sustainability Policy.
NEW ENVIRONMENTAL LEGISLATION	Emerging Regulation	Direct Operation	Low-Medium	High	Implementing changes surrounding mandatory reporting and emerging regulations have the potential to present significant time and cost burdens.	Implementing changes to meet regulatory requirements, including emissions reporting/assurance requirements, will require investment. We have robust legal and compliance programs, as well as oversight of our ESG program from the highest level of the organization—our Board of Directors. Our strong ESG governance structure mitigates this risk.
AI POWER USAGE GROWTH	Technology	Direct Operation & Supply Chain	Low	Low-Medium	As AI grows in popularity, it runs the risk of using a lot of computing infrastructure and energy resources, which could lead to increased carbon intensity for our cloud services. This could have a negative impact on our ability to reach our net-zero targets.	PTC focuses on continuing to partner with cloud service and AI providers aligned with net-zero strategies.



# CLIMATE RISK PLAN



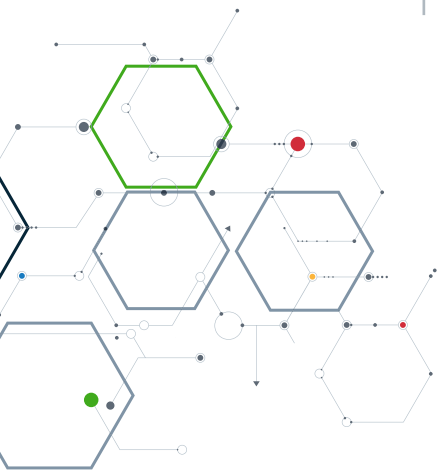
## TRANSITION OPPORTUNITY

### PRODUCT SUSTAINABILITY IMPACT

### REPUTATIONAL

### REGULATORY INCENTIVES

RISK/OPPORTUNITY	WHERE IN THE VALUE CHAIN DOES THE RISK DRIVER OCCUR?	MAGNITUDE OF RISK	LIKELIHOOD OF RISK OCCURRENCE	CORPORATE IMPACT	CORPORATE RESPONSE TO RISK/ STRATEGY TO REALIZE OPPORTUNITY
Emerging ESG Regulation	Customers	High	High	Demand for climate transition solutions due to changing customer interests resulting from emerging ESG regulations could shift focus to sustainable design. This presents an opportunity to capitalize on current offerings and/or develop new product capabilities that enable the acceleration of the transition to a low-carbon economy. This could lead to increased revenue and market share, especially through products that aid sustainability through footprint transparency and emission reduction capabilities.	PTC helps customers incorporate sustainability into the design and product lifecycle of their products, which we expect will grow our market share through the climate transition.
Reputation	Supply Chain	Low	Medium	Emerging regulations could encourage companies to select suppliers that report their GHG footprints and set reduction targets.	PTC has SBTi-verified net-zero targets, and our product offerings enable companies to contribute to the climate change transition.
Market	Customers	Medium-High	Medium-High	Carbon pricing, including market-based carbon pricing and carbon taxes from governments, gives cost advantage to manufacturers who offer more sustainable products.	These incentives may increase efforts from manufacturers to reduce their product footprints, which could increase demand for PTC's software solutions that enable more sustainable practices.



# CARBON FOOTPRINT

The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard was used to calculate emissions. There are emissions totals broken down into totals "Including Work From Home" and totals "Not Including Work From Home." SBTi has advised us to not include homemaker attributed emissions in our accounting, so we differentiate our totals to include and not include this source of emissions. Our emissions accounting and targets that are SBTi validated do not include work from home emissions.

**EMISSIONS DATA REPRESENTS THREE YEARS OF DATA; THE FIRST TWO (FY22 AND FY23) HAVE BEEN REPORTED TO THE CARBON DISCLOSURE PROJECT<sup>1</sup>.**

- FY22, October 1, 2021 to September 30, 2022, our updated baseline year. The update accounts for our ServiceMax acquisition.
- FY23, October 1, 2022 to September 30, 2023
- FY24, October 1, 2023 to September 30, 2024

EMISSIONS TOTALS AND CATEGORIES	FY22	FY23	FY24
TOTAL GREENHOUSE GAS (GHG) EMISSIONS, INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e, MARKET-BASED)	48,264	50,435	45,660
TOTAL GREENHOUSE GAS (GHG) EMISSIONS, NOT INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e, MARKET-BASED)	46,992	48,932	43,925
GHG EMISSIONS INTENSITY, INCLUDING WORK FROM HOME (GROSS METRIC TONS CO <sub>2</sub> e FOR S1 AND S2/MILLION US\$ REVENUE)	0.000005	0.000004	0.000003
SCOPE 1: DIRECT EMISSIONS FROM OWNED/CONTROLLED OPERATIONS (METRIC TONS CO <sub>2</sub> e)	1,585	1,625	963
SCOPE 2: LOCATION-BASED (METRIC TONS CO <sub>2</sub> e)	7,605	6,262	5,171
SCOPE 2: MARKET-BASED (METRIC TONS CO <sub>2</sub> e)	8,141	6,907	5,382
TOTAL SCOPE 3: UPSTREAM AND DOWNSTREAM, INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e)	38,538	41,903	39,315
TOTAL SCOPE 3: UPSTREAM AND DOWNSTREAM, NOT INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e)	37,266	40,400	37,580
SCOPE 3: UPSTREAM, INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e)	38,538	41,903	39,315
SCOPE 3: UPSTREAM, NOT INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e)	37,266	40,400	37,580

<sup>1</sup>FY22 and FY23 numbers represented in this table slightly differ from numbers reported to CDP in 2024. Since reporting CDP numbers, we made accounting changes to separate personal car usage for business travel out from company leased cars, both of which were originally reported in scope 1 to CDP. In the recalculated numbers above, personal car usage for business travel was removed from scope 1 and placed in scope 3, category 3, business travel. This is not a material change, and is below the 5% threshold for recalculation, but we wanted to ensure comparable category metrics for analysis. Additionally, we made minor changes to office natural gas and electricity inputs.



# CARBON FOOTPRINT

EMISSIONS TOTALS AND CATEGORIES		FY22	FY23	FY24
SCOPE 3 CATEGORIES	1. PURCHASED GOODS AND SERVICES	24,610	25,938	22,989
	2. CAPITAL GOODS <sup>2</sup>	165	100	33
	3. FUEL-AND ENERGY-RELATED ACTIVITIES (NOT INCLUDED IN SCOPE 1 OR SCOPE 2)	3,468	2,948	2,422
	4. UPSTREAM TRANSPORTATION AND DISTRIBUTION	1,030	361	349
	5. WASTE GENERATED IN OPERATIONS <sup>3</sup>	367	383	450
	6. BUSINESS TRAVEL	2,858	5,383	5,838
	7. EMPLOYEE COMMUTING (NOT INCLUDING WORK FROM HOME)	4,535	5,160	5,390
	7. WORK FROM HOME	1,272	1,503	1,735
	8. UPSTREAM LEASED ASSETS (MANAGED SERVICE OFFICES)	233	127	110
SCOPE 3: UPSTREAM, NOT INCLUDING WORK FROM HOME (METRIC TONS CO <sub>2</sub> e)		0	0	0
SCOPE 3 CATEGORIES	9. DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	0	0	0
	10. PROCESSING OF SOLD PRODUCTS	0	0	0
	11. USE OF SOLD PRODUCTS	0	0	0
	12. END-OF-LIFE TREATMENT OF SOLD PRODUCTS	0	0	0
	13. DOWNSTREAM LEASED ASSETS	0	0	0
	14. FRANCHISES	0	0	0
	15. INVESTMENTS	0	0	0

<sup>2</sup>As a software company, our capital goods footprint is small and cyclical, so there are years, such as in FY24, where there was less of a need for these purchases.

<sup>3</sup>Actual office waste data is currently limited, so the data is largely extrapolated based on headcount and our Boston headquarters waste data. The Boston office's waste slightly increased resulting in an increase in our global footprint.



# CARBON FOOTPRINT

EMISSIONS TOTALS AND CATEGORIES	FY22	FY23	FY24
ENERGY USE (MWH)	25,138	23,053	16,720
DIRECT ENERGY USE (SCOPE 1)	6,509	7,906	4,916
INDIRECT ENERGY USE (SCOPE 2)	18,628	15,147	11,805
CARBON DIOXIDE [METRIC TONS CO <sub>2</sub> e]	36,744	38,656	34,675
METHANE [METRIC TONS CO <sub>2</sub> e] <sup>4</sup>	1,670	2,812	2,522
NITROUS OXIDE [METRIC TONS CO <sub>2</sub> e] <sup>4</sup>	166	1,545	1,466
HYDROFLUOROCARBONS [METRIC TONS CO <sub>2</sub> e] <sup>5</sup>	331	0	0
NUMBER OF FACILITIES WITH LEED CERTIFICATIONS <sup>6</sup>	1	1	1
ENVIRONMENTAL VIOLATIONS AND FINES	0/\$0	0/\$0	0/\$0

<sup>4</sup>While part of this increase is driven by a post-COVID-19 increase in purchased goods and services, the EPA ORD factors mainly used for this category were updated between FY22 and FY23. Some of the gas values changed in this update, causing an increase in emissions being allocated as methane and nitrous oxide.

<sup>5</sup>FY22 hydrofluorocarbon emissions are due to an accidental dispersal of a fire extinguisher.

<sup>6</sup>PTC Headquarters in Boston office space is LEED-certified. Other locations have base building certification as outlined in [LEED-Certified Buildings and Relocations](#) table.





## OUR LEASED, LEED-CERTIFIED BUILDINGS AND RELOCATIONS TO MASS TRANSIT-ACCESSIBLE URBAN CENTERS<sup>1, 2</sup>

BUILDING	CERTIFICATION	BUILDING	CERTIFICATION
ATLANTA, US	LEED Certified, Energy Star Certified	SINGAPORE	Certified Green
BOSTON, US (HEADQUARTERS)	LEED Platinum, Energy Star Certified	TOKYO, JAPAN	DBJ Green Building Certification <sup>3</sup>
HOUSTON, US	Energy Star Certified	BARCELONA, SPAIN	Double LEED, WELL Platinum
NAGOYA, JAPAN	DBJ Green Building Certification <sup>3</sup>	BUDAPEST, HUNGARY	LEED Platinum
BANGKOK, THAILAND	LEED Gold	HAMBURG, GERMANY	LEED Gold
CHENNAI, INDIA	IGBC Certified	PARIS, FRANCE	Certified BREEAM (International Construction Standard)
PUNE, INDIA (WEIKFIELD)	LEED Gold	STOCKHOLM, SWEDEN	LEED Gold and BREEAM Certified
GUANGZHOU, CHINA	LEED Gold	BUCHAREST, ROMANIA	Certified BREEAM
SEOUL, SOUTH KOREA	LEED Certified		

<sup>1</sup> Gray shading indicates offices moved from a suburban location to urban center accessible by public transportation.

<sup>2</sup> The locations listed in this table are leased office spaces within buildings that have LEED certifications (or similar). As noted on previous page, the office space of PTC Headquarters in Boston is LEED Gold certified; the building is LEED Platinum certified.

<sup>3</sup> DBJ Green Building Certification is an environmental and social rating system created and applied by the Development Bank of Japan to measure the environmental and social awareness characteristics of real estate properties.







# EMPLOYEES

TOTAL EMPLOYEES **7,501**

### Race and Ethnicity (US only)

White: 67.5%  
Asian: 17.8%  
Hispanic or Latin/e/x: 3.7%  
Black or African American: 3.5%  
Two or More Races: 2.7%  
Other: 4.8%

### Racial/Ethnic Group Representation for Management Percentage (US Only)

White: 75.7%  
Asian: 15.3%  
Hispanic or Latin/e/x: 2.2%  
Black or African American: 1.6%  
Two or More Races: 1.1%  
Other: 4.1%

### Racial/Ethnic Group Representation for Technical Staff Percentage (US Only)

White: 58.9%  
Asian: 27.0%  
Hispanic or Latin/e/x: 2.8%  
Black or African American: 4.1%  
Two or More Races: 2.6%  
Other: 4.6%

### Racial/Ethnic Group Representation for All Other Employees Percentage (US Only)

White: 73.2%  
Asian: 10.0%  
Hispanic or Latin/e/x: 5.1%  
Black or African American: 3.5%  
Two or More Races: 3.2%  
Other: 5.1%

### Total employees by Gender

Women: 30.4%  
Men: 69.2%  
Nonbinary: 0.0%  
Undisclosed: 0.4%

### Gender Representation for Management Percentage<sup>1</sup>

Women: 16.9%  
Men: 83.0%  
Nonbinary: 0.1%  
Undisclosed: 0.1%

### Gender Representation for Technical Staff Percentage<sup>2</sup>

Women: 23.0%  
Men: 76.4%  
Nonbinary: 0.0%  
Undisclosed: 0.6%

### Gender Representation for All Other Employees Percentage

Women: 48.8%  
Men: 51.0%  
Nonbinary: 0.0%  
Undisclosed: 0.2%

Foreign National Employees Percentage, % of employees on visa (only in the US)

**5.0%**

Employees Located Offshore Percentage

**66.6%**

Employee Engagement (Score from 1-100)

**82**

Total number of employees that were entitled to parental leave, by gender

**All regular employees, regardless of gender**

ERG leadership support

**ERGs are supported by Director+ leadership. This includes several members of the ELT who serve as advisors and executive sponsors.**

<sup>1</sup>Management includes Director level and above.

<sup>2</sup>Technical staff includes employees categorized in the 15-0000 group (Computer and Mathematical Occupations) or 17-0000 group (Architecture and Engineering Occupations) of the US Bureau of Labor Statistics' 2018 Standard Occupational Classification System. Gender categories include women, men, nonbinary, and undisclosed.



# SOCIAL IMPACT

TOTAL MONETARY PHILANTHROPIC GRANTMAKING THROUGH PTC INC.	\$350,000
TOTAL MONETARY PHILANTHROPIC GRANTMAKING THROUGH THE PTC FOUNDATION	\$305,000
TOTAL MONETARY COMPANY MATCH OF EMPLOYEE GIVING THROUGH DONATION MATCH PROGRAM	\$129,752.80
USAGE HOURS OF IN-KIND DONATION OF ONSHAPE SOFTWARE	8,761,931
NUMBER OF STUDENTS AND EDUCATORS USING IN-KIND DONATION OF SOFTWARE PRODUCTS	1,310,785
EMPLOYEE VOLUNTEER HOURS	6,380



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COMPANIES THAT MAKE PRODUCTS THE WORLD RELIES ON, **RELY ON PTC**

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