



Corporate Sustainability

2024 Report



PTC's commitment to corporate responsibility focuses on five key pillars:



Our mission at PTC Therapeutics is to deliver transformative therapies for children and adults living with serious diseases of high unmet need. Our values as a company are integral to help us achieve this mission and are woven into our approach to corporate responsibility. We focus on five key pillars in our corporate responsibility efforts: patients, people, community, environment and governance.

Patients



People



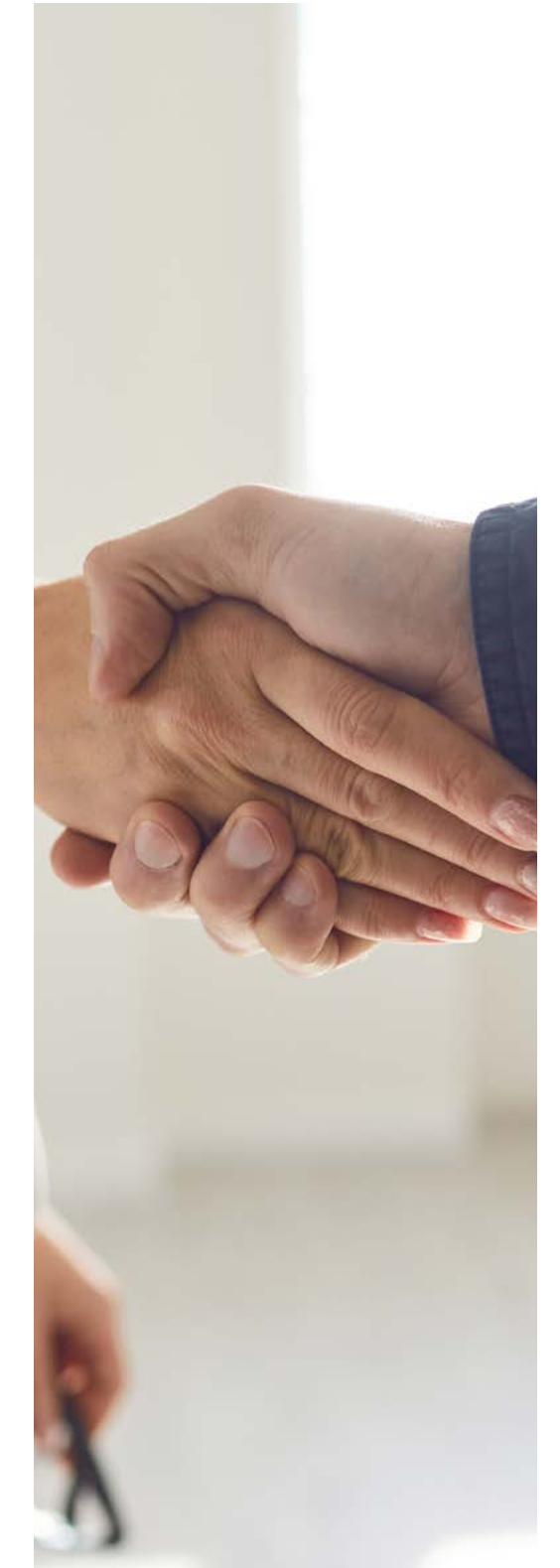
Community



Environment



Governance



We work as **One PTC** to: support rare disease communities we serve; ensure engagement is part of our culture; make a positive impact on our local communities; and implement solutions that promote a healthy planet.

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A Message From Our CEO



2024 was a year of outstanding execution across every part of the company. We achieved all clinical and regulatory milestones on time, including submitting four approval applications to FDA, setting us up for the possibility of having four U.S. commercial launches within 12 months. Our year of execution was made possible by the support and dedication of our incredible community of advocates, patients, partners and employees. We're driven by our values as a company, which are woven into our approach to corporate responsibility and integral to help us achieve our mission to deliver transformative therapies for patients. We entered 2024 with an ambitious agenda to position PTC for future success. With the many outstanding achievements of 2024 and our demonstrated ability to effectively execute across every part of the business we accomplished this goal and look forward to a successful 2025 and beyond.

Matthew B. Klein, M.D., M.S., FACS

Chief Executive Officer

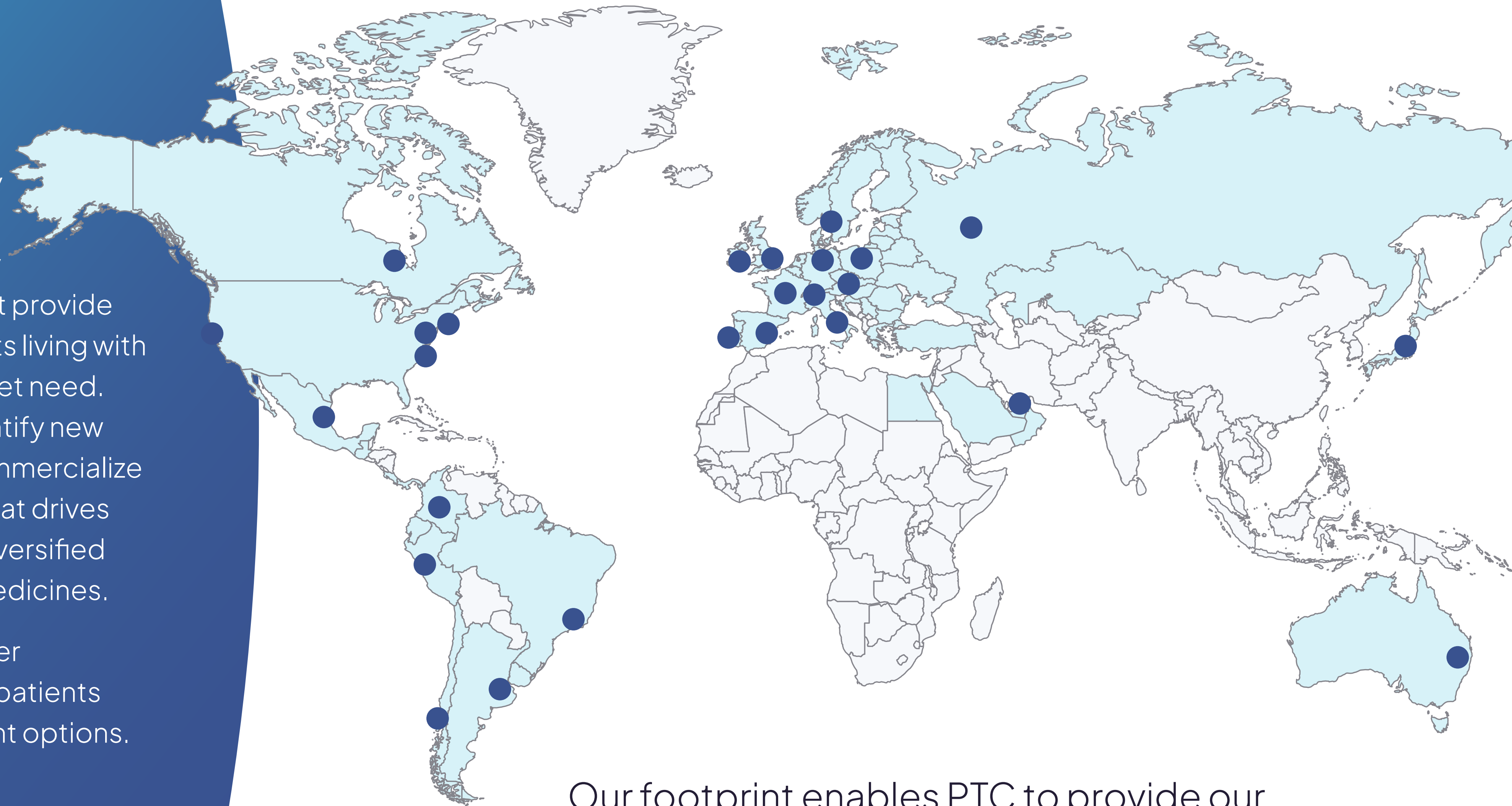
Who We Are



About Us

PTC is a global biopharmaceutical company that discovers, develops, and commercializes clinically differentiated medicines that provide benefits to children and adults living with serious diseases of high unmet need. Our ability to innovate to identify new therapies and to globally commercialize products is the foundation that drives investment in a robust and diversified pipeline of transformative medicines.

At PTC, our mission is to deliver transformative therapies for patients who have little to no treatment options.



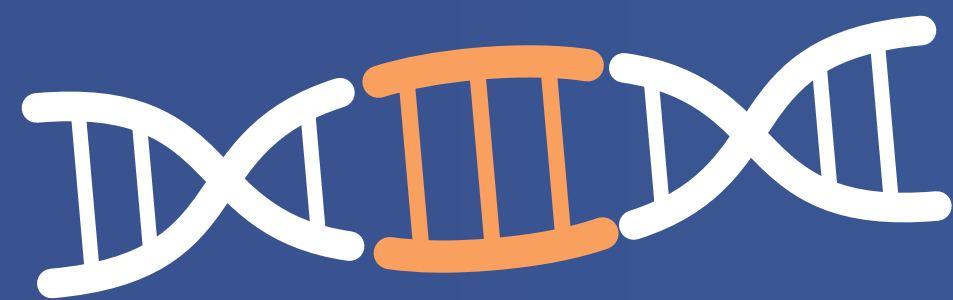
Our footprint enables PTC to provide our treatments to patients in need globally.

Our Science

Scientific technology platforms

In 2024, we continued to build out our highly differentiated research platform including splicing and inflammation and ferroptosis.

Splicing



Modulating splicing to control protein production

Inflammation & Ferroptosis



Targeting oxidative stress and inflammation pathways to treat CNS and non-CNS disorders

“

We are illuminating a new area in splicing. We have the experience and know-how along the drug discovery process. We are applying all of this as we work hard to get to the next discovery.

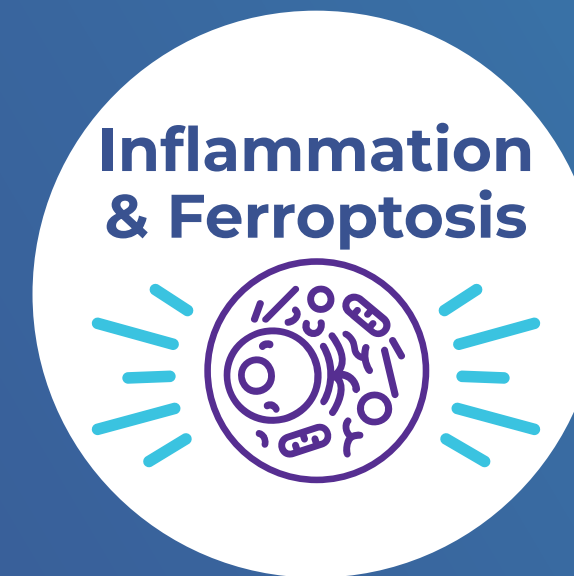
Chris Trotta, Ph.D.
Senior Vice President, Biology

Research Platforms Provide Continuous Source of Innovative Therapies



Splicing

Validated Splicing Platform Provides Source of Innovative and Valuable Therapies



Inflammation & Ferroptosis

Inflammation & Ferroptosis Programs Targeting CNS and Non-CNS Disorders



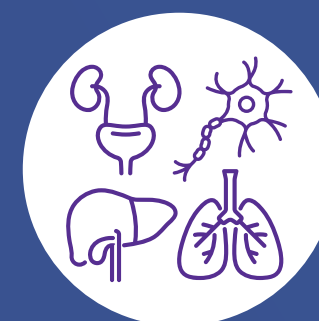
PTC has pioneered discovery and development of oral splicing therapies



Multiple active CNS programs advancing towards clinic



Platform innovations such as PTSeek™ accelerate discovery of novel splicing therapies



Additional early-stage programs targeting non-CNS indications

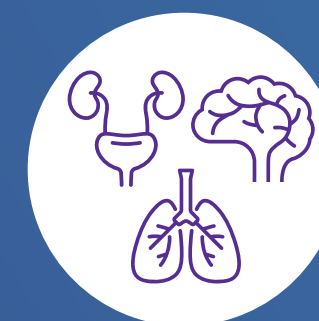
Focused on novel targets key to inflammation and oxidative stress



Phase 2 ready DHODH inhibitor program for neuroinflammation indications

NLRP3 inhibitor program

Active programs targeting CNS and non-CNS disorders



Preclinical program targeting alpha synuclein for Parkinson's disease

Preclinical program targeting nrf2 activation for both CNS and peripheral indications

Awards and Recognition

PTC's science, technology and culture were awarded and recognized around the globe.

PTC's innovation was recognized with several awards:

- 🏆 Best Strategic Partnership Award at the Life Science Industry Awards in Ireland
- 🏆 BioTech AI Solution of the Year award from the BioTech Breakthrough Awards

PTC's commitment to employees was demonstrated through several awards won in categories including learning and development, community engagement and talent acquisition:

- 🏆 lululemon Community Project of the Year Award based on our partnership with the Fédération Internationale de Powerchair Football Association (FIPFA)
- 🏆 Brandon Hall Group's Excellence Award: Gold for Best Learning Strategy
- 🏆 Don Clifton Strengths-Based Culture Award from Gallup
- 🏆 *Manage HR Magazine* named Noam Farago, Senior Director, Global Talent Management, one of their Top 10 Management Leaders of 2024





Patients

We are committed to children and adults living with rare diseases who have few to no treatment options. We work hard to provide resources and support to patients and their families through compassionate collaboration, throughout the drug development process.

We strive to ensure we understand patients' disease journeys and involve them every step of the way – from early research and development, to clinical trials, to commercialization and support programs.



Living with a rare disease or caring for someone with a rare disease comes with many challenges. In addition to processing new and complicated information and making countless decisions, it can be tough to know where to turn to for help, or where to even begin.

We develop and provide resources to support patients and caregivers, with the goal of increasing disease awareness and understanding both for those with a diagnosis and for those who are searching for an answer.

Partnering with the Patient Advocacy Community

We partner with more than 200 **Patient Advocacy Organizations (PAOs)** across the globe, and we cherish the relationships we forge and maintain with them. We believe that it is truly essential to understand the impact of a rare disease on an individual and their loved ones, and what a meaningful benefit would be for them, before we can approach developing a new treatment.

We have dedicated **Patient Engagement (PE)** teams covering the U.S., Latin America (LATAM), EMEA (Europe, Middle East and Africa) and APAC (Asia Pacific) regions. The PE teams are integral at PTC. They act as a direct line of contact, building relationships between the company and individuals and their families living with a rare disease, caregivers and PAOs. They ensure the patient's voice is incorporated in all aspects of drug development.



The U.S. team provides resources and support to patients and their families throughout their rare disease journey through collaboration, compassion and partnership – whether they are just starting on their rare disease journey or already well into it.



Our PE teams for EMEA and APAC engage and collaborate with more than 100 PAOs across **45+ countries** and a diverse range of cultures.



In LATAM, the PE team manages relationships with more than **70 associations** and works on many awareness and engagement projects. LATAM is a vast region with almost **600 million people** – and therefore, many people there are impacted by rare diseases.



In a country of continental proportions like Brazil, we face challenges to ensure that knowledge about rare diseases goes beyond the big cities and reaches smaller towns and municipalities far from the capital. This work requires us to be flexible, agile and daring...

...With great determination, we identify needs and opportunities to improve the lives of those living with rare diseases. We're in the big urban centers and the tiny ones. We collaborate with the broader rare disease community to promote effective changes in the lives of people in these communities."

José Anchieta, Associate Director of Government Relations and Patient Support, PTC Brazil



It's a privilege to work so closely with the rare disease community. Through our work, we can create opportunities that contribute to making a positive difference for people living with rare disease and their families."

Sian O' Neill, Senior Director, Patient Engagement EMEA



My favorite part about working with the rare disease community is the opportunity to get to know many amazing people who, when faced with adversity, have chosen to rise up to find the good in life and their journey."

Frank Quintieri, Vice President, Patient Engagement, North America



Introducing Rare Journeys:

In 2024, we launched the Rare Journeys hub on PTCbio.com, where individuals can discover stories from people across the rare disease community.

RARE Journeys



Brittany
Living with Friedreich's ataxia, Canada



PTC Partners with MIT Technology Review on Study of Rare Diseases in Eight Latin American Countries

We helped raise awareness of rare diseases in Latin America (LATAM) through our partnership with the MIT Technology Review. The results of an unprecedented study in Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru and Uruguay were presented in a special publication and at an event hosted by PTC. The study found that in the care context for people with rare diseases, LATAM was revealed as a fragmented territory, with inequalities in access to healthcare and in the exercise of social rights by these individuals.

PTC employees participate in many activities to support the rare disease communities we serve:



In a display of solidarity and support, PTC participated in two significant events alongside the Friedreich's ataxia (FA) community in Pennsylvania: the annual ride ATAXIA fundraiser and the FARA & CHOP FA Symposium.



The PTC team in Switzerland supported the local patient group, the Association of Rare Genetic Diseases Italian Switzerland (MGR), with a grant to create and host a summer camp for people living with rare diseases.



PTC colleagues from Northern Europe participated in the BOKSRUN charity running event organized by BOKS, the Belgian patient organization for children and adults living with metabolic disease.

Support for the Rare Disease Community

PTC Cares

In the U.S., the PTC Cares program helps with treatment coordination, so patients living with a rare disease and their families can focus on moments that matter. Dedicated Case Managers support families throughout the rare disease journey and provide the expertise needed to help make the process of getting treatment easier.



Genetic Testing

We partner with multiple companies to provide free genetic testing to help decrease time to diagnosis.



People

GRAND OPENING

Our focus on excellence begins with developing and retaining a global workforce that is equipped to lead in their fields and is continually growing.

By adapting new ways of working, driving execution excellence, and staying true to our patient-focused mission we further strengthen our patient-centric, and innovative culture.

We are grounded by our PTC Expectations, which guide the core values, work principles and behaviors that define our culture and bring the idea of a “One PTC” team to life.



Benefits and Wellbeing

PTC offers many benefits to meet the needs of our employees globally. We are committed to ensuring that our benefits program offers meaningful choices plus valuable resources to support the moments that matter most. Our comprehensive benefits in the U.S. include the following:

- Medical, dental and vision insurance
- Dependent and health flexible spending accounts
- Health savings accounts with company contributions
- Retirement plan with company match
- Income protection including life and disability
- Employee stock purchase plan
- Company-wide equity awards
- Family planning benefits and child bonding benefits
- Tuition reimbursement
- Work-life balance measures (i.e., remote work/schedule flexibility)
- Time-off programs
- Peer recognition program
- Global wellbeing program
- Family caregiver support and parental success program
- Global employee assistance program
- Employee health advocacy program

Outside of the U.S., we also offer many of these benefits, as well as others consistent with local expectations for our industry in addition to applicable legal requirements.



COMMUNITY

Our CommUNITY program seeks to deliver on several guiding pillars: cultural awareness, talent pipeline, local community outreach and working as One PTC, all with the goal of making a difference in the lives of our employees and the lives of our patients. We believe in creating an environment where all people feel they can bring their whole self to work and have a sense of belonging while performing at their absolute best. Our employees bring a wealth of perspectives and ideas, driving innovation and fostering more dynamic teams.

Steering Council

The Steering Council's Mission is to provide thought leadership, guidance and support to promote and enhance global CommUNITY efforts throughout PTC. The Steering Council is composed of a group of employees from various departments, geographies and levels within the company. This structure ensures that a wide range of perspectives are considered as the members provide direction on strategic initiatives.



Key Initiatives

We remain committed to creating opportunities globally, which is why we are proud of our broad representation across the organization and throughout our leadership pipeline. We have specific initiatives and programs in place to make this possible, which focuses on empowering, inspiring and advancing individuals.



I am fortunate to have leaders who trust me and have empowered me to build a common dream—expanding PTC’s footprint in Latin America and benefiting patients in need of our therapies and services.”

**Joeli Mansim,
Head of LATAM**



I am proud of the work that I have done at PTC, and I appreciate the opportunities that PTC has provided. I have always believed that people at PTC are evaluated on what they deliver and the value of their contributions.”

**Marla Weetall, Ph.D.
Senior Vice President,
Pharmacology and Biomarkers**

In today's global environment, maintaining interconnectedness is a foundational element of a thriving society and workplace. We foster an environment where bringing varied perspectives is encouraged, fostering innovation, creativity, and a broader understanding of the world. It challenges us to think beyond our own experiences and to embrace the unique contributions of each individual.

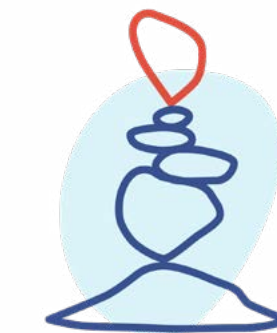
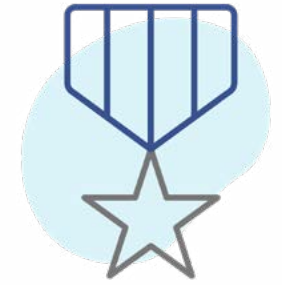
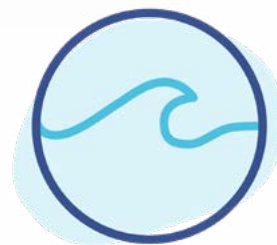
Global leadership is critical to the success at PTC. To ensure we have a broad range of voices where decisions are made, we encourage all to lead with authenticity and empathy, which allows people to feel comfortable being vulnerable and safe so they can ask questions. We also promote embracing curiosity and our differences.

To cultivate an open workplace culture, we established channels for transparent communication where employees, regardless of background, feel comfortable discussing their concerns. By encouraging open dialogue, we have created a supportive atmosphere where all employees can voice their needs without fear of judgment.

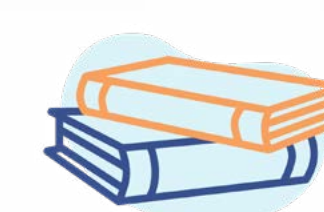
CommUNITY Groups

COMMUNITY

Our Community Groups raise awareness of social and community issues, responding to community needs and crises, celebrating important heritage months, providing community outreach, and seek to foster a supportive workplace environment.

**API**Asian Pacific
Islander**BEC**Black
Empowerment
Council**MAGIC**Multicultural Alliance
Group of Inclusive
Communities**ECP**Early Career
Professionals**SHE RISES**Women of Color
in Pharma**BALANCE**Where Work
Meets Life**MOVE**Military Outreach
Veterans**OHLA**Organization of
Hispanic/Latinx + Allies**PTC PRIDE**

LGBTQ+

**W+IN**The Women+
International
Network**CASA**Comunidad(e) Apoy(i)lo
Solidarid(e) Avance for
Latin America**BOOKS &
BEYOND**

Book Club

**PTC ABLE**Disability
Advocacy

CELEBRATING ALL VOICES

During Pride Month, the LATAM team celebrated the different voices of the community. The “*PTC: Pride in Celebrating All Voices*” campaign was a partnership between CASA, the team in Brazil and Corporate Communications. Through this campaign, they amplified stories of people who are proud of who they are.

Employee Enrichment and Career Development

We invest in our people and dedicate resources to development and learning, ensuring our employees are supported and empowered in their careers. Investing in our employees' learning, skills and career development is integral to PTC's success. We offer several resources to support our employees' well-being, learning and career development while providing growth opportunities.

Learning Resources

We have a variety of resources aimed at supporting employees in developing their technical and behavioral skills as well as encouraging their personal development. In addition to instructor-led development training sessions, employees have access to self-paced resources that promote self-discovery, leadership development, cultural awareness and cognitive diversity.

Award-winning Strengths-based Culture

All our employees are invited to take the CliftonStrengths assessment, allowing them to identify their unique strengths. Understanding our unique strengths helps to create fulfilling and thriving lives for PTC employees, both inside and outside of the company. This leads to increased engagement, effective collaboration and continued development while honoring and embracing diversity.

Coaching and Mentoring Opportunities

We established a Coaching and Mentoring Center of Excellence, which provides guidance and inspiration, engages and empowers employees, and acts as a catalyst for the positive change and growth we wish to achieve – individually, in teams and as an organization.



We've facilitated hundreds of coaching and mentoring relationships, spanning different departments, job levels and geographic locations. Employees have shared that the program has opened up new channels of communication, collaboration and growth. We are proud to hear of the meaningful connections coming out of these partnerships."

Jessica Moore, Senior Manager, Talent Management

Emerging Leaders (EL) Program

The EL program is a six-month, nomination-based, global program that was created specifically for early career stars at PTC who demonstrate the passion and traits to become successful future leaders. The program was developed with the goal of providing individuals with training and support as these emerging leaders advance to become experienced leaders across our organization.



Leadership Excellence Program

The Leadership Excellence Program (LEP) was designed to focus on the continued leadership development of employees at the executive level of their careers at PTC. The program concentrates on honing the leadership skills essential for success including accountable leadership, coaching and mentoring capabilities, emotional intelligence and effective communication.

Global Onboarding

PTC recognizes the importance of establishing appropriate expectations on our culture, values and behaviors when new colleagues join the company. The cross-functional Global Onboarding Committee's mission is to ensure a quick and successful onboarding experience for new hires.

Development Plans

All employees are encouraged to create individual development plans. These plans are realized through a variety of learning resources and workplace training programs that are offered to equip employees with new technical and behavioral skills. These programs cover leadership excellence, Clifton Strengths development, Mind Tools, self-awareness, on-the-job skills development and more.



My biggest takeaway from the Emerging Leaders (EL) Program was that you can be the leader you want, but being a leader is a choice and it needs a huge effort. Without consistency, discipline, and deeply taking care of others, it will never happen. That's why you need to start from leading yourself before thinking of leading others."

Paolo Signorotto,
Country Head – Italy



Community

We are committed to not only caring for our patients but also striving to meet the needs of people in our communities. We empower employees to make a difference both internally and externally—this includes giving back to our local and global communities.

Employees around the world embody this commitment through organized events, fundraisers, and volunteer opportunities.

Employee Relief Fund (ERF)

The PTC ERF is a global non-profit charitable fund designed to help employees facing financial hardship with a tax-qualified grant in their time of need, whether it's immediately after a natural disaster or due to unforeseen personal adversity. The ERF relies primarily on individual donations from employees.

Community Outreach

PTC employees regularly give back to local communities, helping to make a difference in the communities where they live and work.

The AnSEO community outreach team in Ireland hosted an office lunch to raise funds for UNICEF. Anseo is an Irish word meaning 'here' or 'present' but also broadly translates to 'The SEO' for Social, Environmental & Outreach.



The PTC HR team makes a financial donation to Water Works as a gift on behalf of new employees. Water Works is a grassroots charity committed to supporting rural Malawian communities gain access to safe drinking water and hygienic sanitation facilities.

PTC supported the NGO *Parceiros da Esperança*, which was impacted by floods in Brazil.

Members of the U.S. Commercial team hosted MBA students from the Johns Hopkins Carey Business School as part of the students' Innovation Field Project, an eight-week experiential learning course in the full-time MBA program.

Environment

We strive for excellence in environmental stewardship by making environmental sustainability a top priority across the company.

2024 Key Efforts

- ♻️ The Bridgewater, N.J. facility recycled 152.45 tons.
- ♻️ The N.J. facilities recycled approximately 351 tons.
- ♻️ Since our Global Headquarters opened in Warren, N.J. in April 2024, we recycled 20 tons.
- ♻️ 44,800 pounds (45%) of the waste generated in research and manufacturing operations was recycled through fuel blending processes for energy recovery.
- ♻️ We continue to replace lightbulbs at our corporate headquarters with LED lighting.
- ♻️ We provide charging stations for electric vehicles in all of our N.J. facilities.
- ♻️ More than 20% of electricity used at our corporate headquarters was generated through wind power.

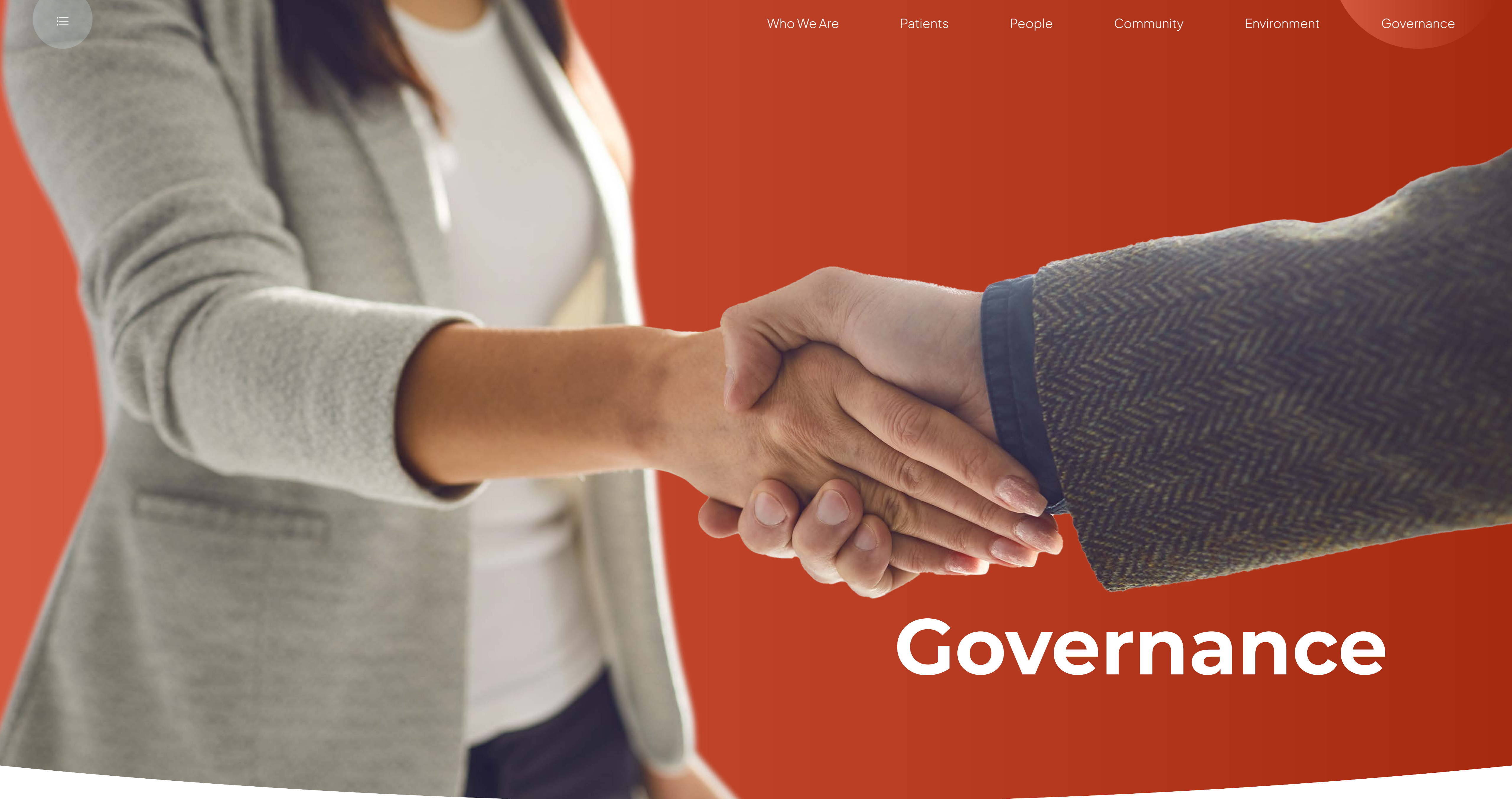
Sustainability Efforts

The PTC Iberia Team (Spain and Portugal) organized a team-building event in October 2024 and planted trees in Spain. The goal was to strengthen teamwork while contributing to improving the planet. In partnership with Bosquia, a local environmental vendor, the team planted 16 trees, with the hope that there will be many more in the future. The species of trees planted, Aleppo pine and stone pine, are native to the area.



The PTC team in Zug, Switzerland contributed to both environmental and social causes with one initiative. Zug team members gathered clothing donations from members of the Zug office and sold the clothes at a local flea market in Zurich. It was a successful initiative, which donated the proceeds to a local charity. The unsold clothes were donated to a second-hand outlet.





Governance

Global Compliance Program

At PTC, we are committed to conducting our business with the highest standards of ethics and integrity. Everyone at PTC is held to the standards established by our Global Compliance Program and our Code of Business Conduct and Ethics.

The Global Compliance Program is centered on a consistent and proactive approach to training, policies and engagement. It is designed to ensure compliance with company policies and the laws and regulations applicable to the pharmaceutical industry. PTC provides multiple channels for communication and raising potential compliance concerns. Regular compliance training for all employees is required as part of the program and the policies, training, and education are tailored to the audience and translated into local languages as necessary.

The Global Compliance Program is aligned with the “Compliance Program Guidance for Pharmaceutical Manufacturers,” developed by the United States Department of Health and Human Services, Office of Inspector General and other laws and regulations that govern our industry.

Code of Business Conduct & Ethics

PTC holds regular training sessions for its employees on its Code of Business Conduct and Ethics to help the company fulfill its commitment to patients while acting with integrity. The Code contains principles and standards that guide PTC’s business behavior throughout the world.

Confidential Hotline

We encourage all employees to ask questions or raise concerns about the topics discussed in the Code, compliance issues or a suspected violation through the many resources available to employees. Employees are encouraged to speak to their manager first. Beyond their supervisors, they may also raise a concern with Compliance, Legal or Human Resources or report via PTC’s confidential hotline. Our confidential hotline can be accessed 24 hours a day, seven days a week and is offered in multiple languages. Concerns may be reported by phone or online. This hotline is hosted by a third party and all reports are addressed in a timely manner.





Cybersecurity Risk Management and Strategy

We have a multilayered approach to assess, identify and manage cybersecurity risks that is designed to help protect information from internal and external cyber threats by mitigating risk while ensuring business resiliency. Our cybersecurity prevention methods include implementing the National Institute of Standards and Technology cybersecurity framework, instituting a training and compliance program on cybersecurity for all employees, completing a yearly external audit and penetration test, conducting vulnerability

scans and remediations and monitoring threat intelligence feeds. We have also established a global incident response management standard operating procedure (GIRM). Our GIRM provides step-by-step instructions for managing any global incident which is disruptive to the delivery and operation of our IT services and systems. We engage third parties, including independent privacy assessors, computer security firms and risk management and governance experts to enhance our cybersecurity oversight.

Cybersecurity Governance and Oversight

Our Board of Directors administers its cybersecurity risk oversight function primarily through the Audit Committee of the Board of Directors. In accordance with our Audit Committee Charter, our Chief Information Officer (CIO), provides periodic updates to our Audit Committee regarding PTC's cybersecurity and other technology risks, internal controls and procedures, including PTC's plan to

mitigate cybersecurity risk and respond to data breaches. Our CIO oversees a cybersecurity team that has more than 15 years' experience in cybersecurity along with degrees in cybersecurity, and industry recognized security certifications such as Certified Information Systems Security Professional and Certified Information Security Manager.

Board of Directors

PTC's Board of Directors work with our management team to ensure that our culture is conducive to a productive and healthy work setting and that the Company approaches corporate governance, environmental and social issues in a way that is consistent with our culture.



Michael Schmertzler

Chairman



**Matthew B. Klein,
M.D., M.S., FACS**

Chief Executive Officer,
PTC Therapeutics



Allan Jacobson, Ph.D.

University of Massachusetts
Chan Medical School



Stephanie S. Okey, M.S.

Former SVP, Head of North
America, Rare Disease - Genzyme



Emma Reeve

Independent Board Director



Mary L. Smith

The VENG Group



David P. Southwell

Former CEO,
TScan Therapeutics



**Glenn D. Steele, Jr.,
M.D., Ph.D.**

Chairman, GSteele Health Solutions



Alethia Young

Chief Financial Officer,
Bicycle Therapeutics



**Jerome B. Zeldis,
M.D., Ph.D.**

Independent Board Director