



PTC THERAPEUTICS 2020 CORPORATE RESPONSIBILITY

PTC's commitment to ESG focuses on five key areas: our **patients**, our **people**, our **community**, our **values** and the **environment**.

Our mission is to bring **more moments** to our patients living with rare diseases and their loved ones. Our approach to corporate social responsibility is rooted in our commitment to **patient advocacy, access to medicines** and **advancing science**.

PTC has built a strong, sustainable company to execute on our mission





OUR Patients

PTC was founded with the mission of discovering, developing and commercializing therapies for diseases with high unmet medical need.

Today, we have multiple products on the market that are making a difference in the lives of patients and their families, and many more product candidates in our pipeline. Examples of our commitment to patients include:

- We continue to invest both internally and externally in cutting-edge research programs to search for treatments for patients suffering from diseases with little to no treatment options.
- We have doubled the number of scientists we employ over the last year and have significantly increased the number of internal research programs to search for drugs to treat rare diseases.
- We are also supporting external research programs for next generation rare disease therapies. We recently announced a

regenerative medicine collaboration with the SMA Foundation to give grants to investigators exploring new approaches to promote muscle regeneration in patients with rare genetic disorders. This collaboration will fund six programs; three were funded in 2020 and three will be funded in 2021.

- We have made commitments to patients that they will continue to receive our investigational therapies beyond their clinical trial. For example, in the United States, we have been treating over 150 Duchenne muscular dystrophy patients with ataluren for free for over a decade.
- We have a long-standing commitment to work with and support patient advocacy groups, which are incredibly important assets to rare disease patients and their families. We have relationships globally with approximately 200 patient advocacy groups. We have committed significant funding through unsolicited grants to support patients through their patient advocacy groups.
- Over the last six years we have built a robust grant program called STRIVE for patient advocacy groups and have awarded over 30

grants to patient-focused groups through an independently governed review process.

- An example of a recent recipient was the group called Cure Rare Disease, a patient organization based in Boston that will use the STRIVE funding to create a student life science immersion program that exposes school-age children to rare diseases to develop a greater sense of empathy for patients.
- Other examples of recent STRIVE awards can be found at <https://www.ptcbio.com/our-company/grants-and-donations/strive/>
- We support programs to ensure patients in the United States can receive treatment despite insurance co-payment expenses. In 2020, PTC donated \$2.2 million to organizations that assist patients with co-payment expenses.
- PTC has been a leader in providing diagnostic capabilities to healthcare professionals globally. We have invested in teaching physicians and healthcare providers to identify symptoms that are then diagnosed specifically – some of which can be treated by PTC with a current or future treatment option.



OUR people

From our beginnings 23 years ago, and as a founder-led startup in New Jersey, we have grown to be a global company with over 1,000 employees.

We take great pride in our corporate culture. Our employees share our sense of purpose and our goal of bringing life-changing therapies to patients in need. We support the growth of our employees in many ways, including:

- Regular use of the Gallup® Q12 survey to measure employee engagement, with a transparent process for discussing results and improving engagement. We work hard to ensure that employees are engaged.
 - In a recent pulse survey designed to assess our progress during the global pandemic, our scores (already above average for our industry) continued to increase even during the pandemic.
- Based on research, we evolved our management style to a coaching approach, focusing on employee strengths.

- We use company-wide analytic and coaching tools to assess each employee's strengths.
- We utilize the Gallup® CliftonStrengths assessment and the Herrmann Brain Dominance Instrument (HBDI®) assessment to identify each person's top strengths and behavioral styles.

- We were awarded the Great Place to Work certificate in Brazil, our headquarters in Latin America.
- The sustained effort and success of these programs were recognized by the Gallup organization by receiving the 2021 "Don Clifton Strengths-Based Culture Award" from Gallup. PTC was one of six companies selected by an independent panel of judges to receive this award, which recognizes organizations with strong workplace cultures that get the best out of their employees.
- We have built a strong talent management program for leadership training throughout the organization. We also have built programs to groom high performing employees with training and mentorships to be the next generation company leaders.

- Our talent management program includes regular assessments by managers and peers, individual development plans at multiple levels, comprehensive succession planning, targeted retention programs, and a formal mentorship process to develop talented employees within the company.
- We have an overarching human resource business partner structure to implement these programs into practice. This represents both a financial investment in our workforce and a strong commitment to grow and develop our people.
- We have always had a strong culture of equity and diversity within the organization. In 2020, we formally established a global Equality, Diversity, and Inclusion (ED&I) program and named a Chief Culture & Community Officer. We also brought on board an experienced ED&I professional to spearhead our efforts.
- We have also recognized and appreciated the importance of being intentional about our diversity efforts. We have established multiple diversity groups within PTC that allow people to come together to discuss issues in a comfortable and safe setting.

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The ED&I groups meet regularly and interact with the CEO and Executive Committee. We have monthly programs to accentuate our diverse culture, each managed by a member of the Executive Committee.

- We have established a Global Outreach Steering Committee to focus on company-wide volunteer and giving opportunities. They focus on a strategy, identify volunteer opportunities, and target charities based on input from our employees.
- We offer employees an extensive range of educational benefits and opportunities, including a tuition reimbursement program, a company-wide education program (“PTC University”) which showcases internal and external experts on a wide variety of topics, and support for membership in professional associations and attendance at educational conferences.
- We provide global training through a centralized learning management system for all employees tailored to their roles and responsibilities at PTC, including GxP training for appropriate employees.

- We manage our corporate goals and performance through the system of “OKRs,” or “Objectives and Key results,” pioneered at Intel by Andy Grove and widely used in the technology industry. All OKRs from the CEO on down are transparent to all employees through an internal system we developed and are refreshed and assessed on a quarterly basis.
- As PTC has been in a high growth mode for several years, we have developed an exceptional capability of attracting, recruiting, and onboarding talent globally, processes monitored by the Executive Committee.
- During the COVID-19 pandemic, PTC was one of the first companies to analyze public data on the virus and then reacted ahead of government guidance to ensure a safe and healthy environment. We established a Task Force with senior leaders which has been working 24/7 for more than a year to ensure appropriate onsite safety standards; we provide testing, conduct our own contact tracing, and now support the vaccine scheduling process. The result has been a safe and healthy work force both onsite and at home, with no interruptions to our business, and overall great business success.

PTC Expectations

- ➔ **EVER BETTER:**
We are always raising the bar. We act with a focus on quality and a sense of urgency
- ➔ **PASSIONATE ABOUT PURPOSE:**
We are more than a company; we work for a cause. We make decisions based on patients’ needs.
- ➔ **CHAMPION INCLUSION, TRUST & RESPECT:**
We leverage the strength of our diversity. We require a fair and ethical environment where employees can flourish.
- ➔ **BE BOLD:**
We challenge. We adapt.
- ➔ **WORK AS ONE PTC:**
We are a dynamic, global network of empowered, high performing teams that achieve extraordinary results. We partner openly to bring out the best in ourselves and maximize talent.
- ➔ **THINK LIKE AN ENTREPRENEUR:**
We are energized by solving difficult problems, bringing innovation & creativity to our work. We are tenacious & tireless in our quest for breakthrough solutions.
- ➔ **BE KIND:**
We go beyond just being nice. We are friendly, considerate and helpful. We care about each other.

KEY CORPORATE RESPONSIBILITY METRICS

2020

OUR PATIENTS



- **PTC invested 66%*** in R&D to continue to find and develop treatments for patients with unmet need
- To date, over **18,000 free genetic tests** have been distributed to support accurate diagnosis for rare disease patients
- **Partnership with over 200 global patient advocacy groups** to support patients with rare diseases
- Since 2015, **PTC has provided hundreds of millions of dollars of our treatments at no cost**
- **5 programs in place** to enable patients to be able to access PTC approved therapies **regardless of financial or insurance status** (PTC-ACTS+)
- Established program that allows siblings of our DMD patients to have **free access to our medicines**

OUR COVID-19 RESPONSE



- **Initiated Talented Pipeline Program** providing **53 recent graduates** on-the-job work experience through **one year internships**
- **Stopped all non-essential travel in February 2020** before the initiation of global lockdowns
- Established **3 COVID Taskforce teams**
 - Team developing and monitoring safety protocols to **protect our workers** as well as business essential operations team focused on return to **long term planning**
 - Team focused on **monitoring supply chain**, development and **commercial needs** during pandemic and transition to **remote working**
- **100% of research and tech facilities open** during the pandemic through optimized resource allocation
- Initiated clinical trial for a **potential COVID-19 treatment**

*As a percentage of Business Operation Expenses (R&D + SG&A)

OUR VALUES



- **Support local STEM programs** as part of our Adopt a School initiative
- **100% participation** in compliance training
- Formalized **ED&I program**; Hired Leader to **expand** program
- Chartered a woman's leadership group and black empowerment council
- Supported programs for the **advancement of underprivileged women**
- **\$1.8M donated in 2020** through educational grants and donations

THE ENVIRONMENT



- **20% of our electricity** is from green sources
- **Installed charging stations** for electric cars at our Corporate Headquarters
- **Reduced radioactive waste** generation with new scientific approaches
- **36% of our total waste** was recycled
- Reduced landfill waste by **65 tons**

OUR PEOPLE



- **Increased our employee Gallup engagement scores** in every category; despite being in a pandemic
 - **96% of our employees** responded to the survey
- Increased **employee education opportunities by over 300%**
 - Hosted **54** PTC University learning sessions covering topics from personal wellness to scientific discovery
- Global employee demographics
 - **48.5%** female
 - **45.5%** male
 - **6%** not declared
- Launched **Gallup's Clifton Strength Finders & HDBI** (Herrmann Brian Dominance Instrument) assessments with coaching to support employee development
 - **100% of employees** participated in Gallup Strength Finders
- Launched **Gallup Boss to Coach training** to mentor and support the development of our leaders
- **Free access** to a digital **on-demand career and management** learning solutions platform **for all employees**

OUR community

At PTC, we believe in paying it forward. On our journey from startup to a global commercial life sciences company, we overcame many obstacles.

We have always given back to the communities in which we live and operate. We want to help others, both individuals and companies, see their own potential through our example. Some of the actions we are taking to further this goal are:

- We have launched a robust global internship program called the Talent Pipeline Program or TPP, during the

COVID-19 pandemic to provide recent graduates real-world experience in the biopharmaceutical industry and related professions. TPP is a paid, one year-long program that provides on the job training, career planning and leadership development.

- Our recruiting included a focus on colleges that historically served the African American community in the United States as well as colleges for students from low-income families. We are proud of the diversity of the interns in this program.


- We work with local high schools in urban and underprivileged areas to expose them to the idea of a career in the life sciences. We support the Students2Science and the Passaic

Academy of Science & Engineering programs, our scientists present at programs and career fairs in these schools, and we financially support these educational programs. We also support STEM and the life sciences programs through funding and other contributions and volunteer efforts by our employees.

- We believe in communicating all we are doing within our community, as exemplified by posts on social media and on our corporate website sharing our work with the larger community: <https://www.ptcbio.com/news-resources/newsroom/>



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Our Values

PTC knows our financial stakeholders expect us to conduct ourselves appropriately in terms of governance.

In addition to having a robust Board of Directors that has access to the appropriate people and resources to oversee the Company, this includes assessing risks and working to ensure ethical behavior by our employees and business partners globally. Examples of our commitments in this area include:

- We have a formal Board committee structure for oversight and risk management, including independent chair and CEO roles. Since our initial public offering in 2013, we have added four new Board members and propose to add a fifth this year. If the directors proposed for election this year receive approval from our shareholders, PTC's Board will meet the proposed NASDAQ requirements for Board diversity and will include four women (on a Board of 10 directors).
- We have a fully developed Global Compliance Program that incorporates the elements of an effective compliance program in accordance with the "Compliance Program Guidance for Pharmaceutical Manufacturers," developed by the United States Department of Health and Human Services, Office of Inspector General ("OIG") and other laws and regulations that govern our industry. Key aspects of our program include written policies and procedures, general and role specific-company-wide training, training of business partners, regular auditing and monitoring, third party due diligence and where necessary disciplinary actions and corrective measures.
- Our Chief Compliance Officer manages our compliance program with a global team, including representatives in Europe and Latin America, and has direct access and dotted line reporting to our CEO and Board members.
- Our Code of Business Conduct and Ethics and related compliance policies and procedures are prominently posted on our Company Intranet. Select policies and procedures are available to the public via our corporate website: <https://www.ptcbio.com/our-company/about/global-compliance-program/>
- Our employees have access to multiple channels to report areas of concern, including our confidential whistleblower hotline via an external vendor.
- We routinely conduct audits of our global offices and our global partners, either using our internal compliance audit team or our external audit partner (a big four accounting firm).
- We employ a formal diligence process to assess potential new distributors and other key business partners, including use of an external vendor for background checks.
- Our global distribution partners are required to have in place or adopt an anti-corruption policy and related training and audit obligations as part of our standard agreement form.

THE environment

As a science-based company, we understand the impact people have on the environment.

We, as well as our employees care about the world we live in and have a steady commitment to maintaining the environment. We have always ensured our actions were compliant with environmental requirements and regulations and have encouraged employee actions which are environmentally friendly.

- Our laboratories meet all environmental standards and have consistently passed inspections by multiple government authorities.

- We have installed charging stations for electric vehicles at our corporate headquarters.
- We have replaced lightbulbs in all buildings at our corporate headquarters with LED lighting.
- We have utilized innovative scientific approaches to reduce generation of radioactive waste.
- 36% percent of PTC's total waste in 2020 was recycled, reducing landfill waste by 65 tons.
- We have a strong company-wide recycling program and seek to maximize our use of recycled materials.
- We have filtered water coolers in all facilities to encourage the use of tap water in lieu of using bottled water.
- We encourage our employees to use reusable water bottles and cups, plates and silverware to reduce the use of paper or plastic cups.
- We have replaced older air handlers with more energy efficient units to utilize non-CFC refrigerants.
- We have incorporated Hazardous Waste Minimization procedures in our laboratory operations.
- We have organized a "Green Team" committee that takes action through recycling and reduction of food waste programs, as well as other environmentally sound programs.



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GROWING OUR ED&I PROGRAMS

Pamela Zapata is the director and global equality diversity and inclusion (ED&I) leader for PTC Therapeutics. In partnership with the CEO and PTC's leadership team, Pamela is enabling PTC to bring ED&I up to the next level which will attract, retain, and promote future talent. She is currently designing learning opportunities that will educate the PTC community on the meaning and benefits of extending the ED&I culture past the office and into their homes and communities. Additionally, Pamela is responsible for ensuring that PTC (as a federal contractor) is fully compliant with the U.S. Federal Government. As a global organization, Pamela's intention is to create that same awareness of equality around the world.

Prior to PTC, Pamela was director and chief diversity officer for STV Incorporated. Appointed to the role by the CEO, Pamela was responsible for the development and integration of STV's D&I strategy which included hiring and developing diverse talent, promoting ways to foster an inclusive work environment, and ensuring management accountability.



Pamela Zapata, *Diversity & Inclusion Leader*

In Pamela's earlier roles, she worked as an organizational development consultant giving her the opportunity to travel around the world and experience the impact of D&I at its best. Living in London, England- GB, Pamela worked with other global companies like General Electric, Invesco, SABIC, Synchrony Financial, etc. to transform managers into authentic inclusive leaders while concurrently being humbled by the knowledge and experience shared by others.



"Everyone has a story, you just need to be brave enough to hear it."





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