



Corporate Social Responsibility

2025 Report





Executive Overview

In rare disease, impact is defined by making a difference in the lives of patients. This perspective shapes how we work, focused on executing with excellence to help meet the needs of patients globally.

Execution at PTC is grounded in rigor and focus. In 2025, this approach translated into a number of meaningful achievements. Key highlights of the year included the U.S., EU, and Japan regulatory approvals and strong initial global launch of Sephience™ (sepiapterin), our oral therapy for children and adults living with phenylketonuria (PKU). The broad initial Sephience uptake across all age groups and disease severities supports the significant unmet need for safe and effective therapies, the differentiated profile of Sephience, and our team’s ability to execute.

In 2025, we also continued to advance our research and development (R&D) programs from our two innovative scientific platforms: RNA Splicing and Inflammation & Ferroptosis. We have a number of programs from each platform that leverage our unique scientific expertise to meet the unmet need for several serious diseases.

Financial discipline is an integral part of how we execute with excellence. In 2025, we exceeded our revenue guidance while effectively managing expenses. We ended the year in a strong financial position enabling us to support our commercial and R&D portfolios as we continue to invest in innovation and build our company in a complex global environment.

A key component of our efforts in developing and commercializing meaningful therapies is ensuring strong relationships with our many stakeholders. In all of our interactions we emphasize reliability, follow-through, and transparency. This report reflects that same focus and discipline, delivering a clear, integrated view of how we drive meaningful impact. The sections that follow highlight how we advance science, develop impactful therapies, and provide access to these therapies—all with patients and people at the center of our work, and operating through strong governance and risk management.

2025 was a year of many successes including initiation of the global launch of Sephience, our therapy for children and adults living with PKU that will be a foundational product for PTC’s near-term growth



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Message From Our CEO

Matthew B. Klein, M.D.

2025 was a year of many successes achieved through our dedication to focus and execution. We set clear and impactful corporate objectives and delivered against them, positioning the company for continued success and value creation for all of our stakeholders. This Corporate Social Responsibility (CSR) report reflects that same discipline. It is grounded in a simple belief that has always guided PTC: it is not only what we deliver that matters, but also how we deliver it.

We continue to strive to understand how PTC can deliver the greatest impact, while effectively managing a biopharmaceutical company operating at the intersection of science, innovation, and a dynamic global healthcare environment. We are dedicated to continuing to execute with excellence while seeking opportunities to be ever better as we ensure long-term value creation across our business.





Who We Are

About Us

Mission and Purpose

PTC Therapeutics is a global biopharmaceutical company focused on discovering, developing, and commercializing clinically differentiated medicines for children and adults living with rare disorders. Our patient-centered mission guides how we operate across research, development, and global commercialization, as well as underpinning our approach to corporate responsibility.

Focus on Rare Diseases and High Unmet Need

We are dedicated to addressing rare diseases and disorders characterized by significant unmet medical need affecting both children and adults. Our ability to innovate, identify, and develop transformative therapies and globally commercialize products is foundational to building a robust and diversified global biopharmaceutical company.



Patient, living with PKU

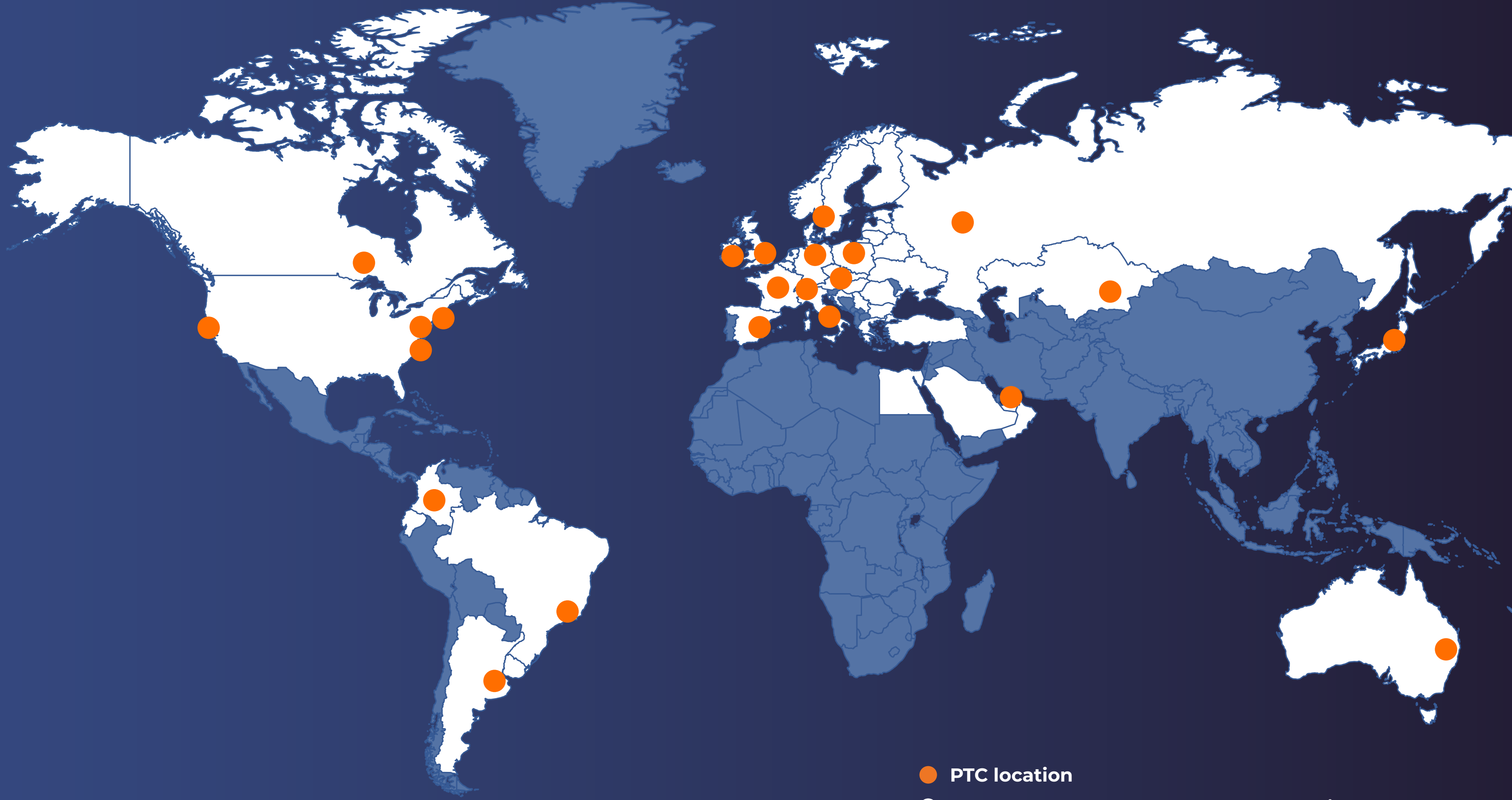


Global Footprint

Our established global infrastructure enables us to provide our treatments to patients in need around the world.

Our experienced global team strives to provide access to best-in-class treatments for patients with unmet medical needs worldwide. Through a combination of direct commercial operations, partnerships, and third-party distributors, we enable access to our therapies in over 50 countries worldwide.

This global footprint helps bring our innovative therapies to diverse patient communities and enables us to move efficiently from regulatory approval to patient access.



- PTC location
- Where we enable access to our therapies



Our CSR Framework

How We Identified Our Areas of Focus

Our process for defining priority Corporate Social Responsibility (CSR) areas reflects our patient-centered mission, strong governance, and an enterprise-wide assessment of risk and impact, guided by the principles of the International Financial Reporting Standards (IFRS) S1. We implemented a single, coordinated process to ensure a proportionate, consistent evaluation of risk, opportunities, and responsibilities across all relevant industry areas.

We strengthened this process with peer benchmarking and external stakeholder insights, drawing on public disclosures, investor expectations, and industry standards, alongside structured discussions with executive and senior leaders across the organization. Together, these inputs shaped our Enterprise Risk Assessment (ERA) and highlighted the operations and practices that are most critical to our business.

Through this approach, we identified a clear set of priority areas that focus our efforts where we can deliver the greatest positive impact while effectively managing risk. We assessed each area for business relevance, scale of potential risk and opportunity, and external stakeholder expectations, including those reflected in Sustainability Accounting Standards Board (SASB) guidance for the Biotechnology and Pharmaceuticals industry. Together, these priorities form the foundation of our current CSR focus.





What We Do



Innovation and Access to Medicine

Our greatest impact in delivering meaningful therapies to patients with high unmet need begins with scientific innovation. This section highlights how scientific innovation, disciplined development, and strong execution come together to translate research into meaningful outcomes for patients.





PTC Drives Scientific Innovation

PTC’s Innovative Scientific Platforms

As a fully-integrated biopharmaceutical company, we are dedicated to discovering, developing, and commercializing treatments.

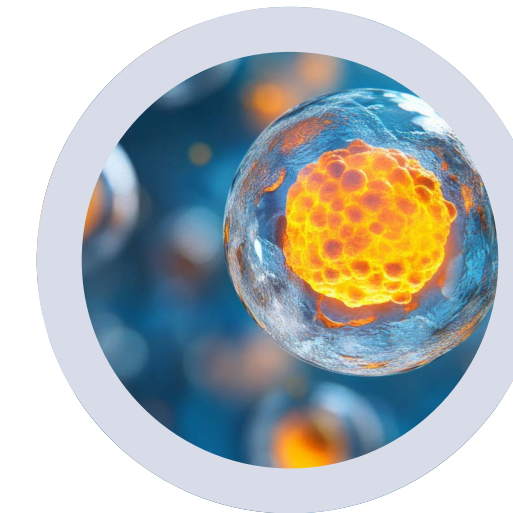
Our research efforts focus on two core innovative scientific platforms—Splicing and Inflammation & Ferroptosis. These platforms translate cutting-edge science into new therapeutic options. We continue to invest in our pipeline, allocating resources to research and development programs designed to deliver best-in-class treatments for patients with significant unmet need.

Select Programs from Our Scientific Platforms



Splicing

- MSH3:** Huntington’s Disease, Myotonic Dystrophy I
- Undisclosed:** Brain Tumors & Metastases
- Undisclosed:** Sickle Cell Disease, β -Thalassemia
- Undisclosed:** Neurodegenerative Diseases



Inflammation & Ferroptosis

- Ferroptosis:** Parkinson’s Disease
- NRF2 Activation:** CNS, Non-CNS Indications
- NLRP3 Inflammasome:** Inflammatory Lung Diseases
- DHODH Inhibition:** T-Cell Mediated Autoimmune Diseases



Product Launches, Access to Medicines, and Global Reach

Translating Innovation into Patient Access

Over the past decade, we have launched six innovative products in many therapeutic areas including Phenylketonuria (PKU), Duchenne Muscular Dystrophy (DMD), Aromatic L-amino Acid Decarboxylase (AADC) Deficiency, Hereditary Transthyretin Amyloidosis (hATTR), Familial Chylomicronemia Syndrome (FCS), and Familial Partial Lipodystrophy (FPL), with a geographic footprint in over 50 countries. Product launches translate scientific innovation into tangible real-world impact. Our launch execution is designed to accelerate the path from regulatory approval to patient access while supporting patients, caregivers, and healthcare providers. The early success of the Sephience global launch in 2025 exemplifies our ability to rapidly deliver an approved therapy to patients. Overall, in 2025, our therapies reached **thousands of patients living with rare diseases globally**, underscoring our commitment to translate innovation into tangible outcomes for people living with serious diseases of high unmet need.

Providing access to medicines is the result of scientific success, strong operational execution, and an unwavering commitment to those individuals who may benefit. Because we operate in complex, highly regulated markets, we treat access not as a single event but as a continuum. Our global footprint and partnerships support consistent engagement with regulators, payers, healthcare providers, and patient advocacy organizations to facilitate access to our therapies globally. We use available pathways to help accelerate access and offer patient assistance and support programs tailored to local regulatory, legal, and healthcare system requirements. This flexibility enables us to address unmet need while operating responsibly across diverse global healthcare environments.

The global launch of Sephience demonstrates our patient-centric approach, prioritizing speed, scale, and reach. We enabled early availability in key markets and expanded into additional countries as regulatory approvals were secured, supported by market-specific access planning and patient support mechanisms to help patients initiate and maintain treatment in complex healthcare environments.





Partnerships and Collaboration

Partnerships and collaboration are integral to our ability to advance science, scale access, and deliver therapies to patients worldwide. We work with a broad range of partners across the value chain to complement internal capabilities and support efficient execution from discovery through commercialization.

In research and development, we collaborate with academic institutions, biotechnology, and industry partners to drive scientific innovation and accelerate the development of therapies for rare diseases.

Across manufacturing and supply, partnerships help ensure product quality, reliability, and continuity. We work with external manufacturing and supply partners to support global production needs while maintaining oversight and standards consistent with regulatory and quality requirements.

In certain markets, we partner with regional and local organizations to expand geographic reach and support patient access in diverse healthcare environments. These partnerships enable us to navigate regulatory, legal, and market complexity while tailoring access approaches to local needs.

Because partnerships are critical to our operating model, we apply a risk-based approach to third-party engagement. This includes due diligence processes tailored to the nature of the relationship and the applicable regulatory environment, including assessment of anti-bribery and anti-corruption risk. Where appropriate, our contractual arrangements set expectations for compliance with applicable laws and standards of conduct, including alignment with our Code of Business Conduct and Ethics (Code of Conduct) or its underlying principles. We are committed to ensuring strong oversight of our suppliers. To support this, we audit all Tier 1 suppliers using a methodology informed by risk that considers factors such as prior audit outcomes and audit history. Audits are conducted periodically by an internal PTC team, qualified external auditors, or through RX-360.

Through this open and disciplined approach, partnerships multiply our impact, extending our reach while reinforcing responsible business practices across the value chain.





Who Counts on Us

Putting Patients and People at the Center

People are central to our commitment to delivering meaningful impact. This includes patients who rely on our therapies, employees whose expertise and commitment enable execution, and the broader communities in which we operate. We recognize that advancing science, expanding access, and operating responsibly all depend on how people are engaged, supported, and respected throughout our value chain and beyond.



Patient, living with Friedreich's Ataxia (FA)

Patients

Patients are our priority. It is essential that their voice is part of everything we do so we are well-positioned to meet their needs. We are committed to improving the lives of children and adults living with diseases of high unmet need by delivering transformative therapies. We apply a global approach to patient engagement, with regional adaptations across the United States (U.S.), Europe, the Middle East and Africa (EMEA), Latin America (LATAM), and the Asia-Pacific (APAC) region, reflecting differences in healthcare environments, regulatory requirements, and patient journeys.

We engage with more than **200 patient advocacy organizations worldwide**, recognizing the important role these organizations play in representing patient communities and lived experience. We have dedicated teams that support our advocacy efforts in the U.S., and in the LATAM, EMEA, and APAC regions. These teams serve as a consistent point of connection between PTC and individuals living with rare diseases, their families and caregivers, and patient advocacy organizations.

Through compassionate collaboration, thoughtful engagement, and global partnerships, we ensure the voices and needs of patients and their families are central to every step of the drug development process—from research and clinical trials to treatment access and ongoing support. This approach reflects our commitment to ensuring that the patient voice is considered as part of how therapies are developed and delivered, consistent with applicable ethical and regulatory standards.



Patients, living with PKU

Partnering with the Patient Advocacy Community



Our 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 journey or already well underway.



Our Patient Advocacy teams in Europe, Asia, and the Middle East engage and collaborate with more than **80 patient advocacy organizations** across **40 countries** and a diverse range of cultures.



In Latin America, the Patient Advocacy team manages relationships with more than **70 patient advocacy organizations** and works on many awareness and engagement projects.



Support for the Rare Disease Community

PTC Cares™

PTC Cares is a U.S. support program with dedicated Case Managers who help people living with certain rare diseases and their caregivers access treatment and navigate a sometimes complex healthcare system. From treatment coordination to insurance navigation, Case Managers help anticipate and address potential challenges and remain a trusted resource throughout the patient journey.





Employees

We are built for a challenge: to solve hard problems and deliver breakthroughs for people living with rare disease. That takes a team with the courage to innovate, the discipline to execute, and the humility to keep learning. It also takes a culture where collaboration is not a slogan, but how we work every day across our global organization.



At PTC, we focus everyday and everywhere on creating an environment where everyone feels a true sense of belonging, is heard and valued, and has the support to do their best work. Through meaningful learning and development, competitive and equitable total rewards, and a culture that champions strengths, innovation, and collaboration, we aim to help each person grow as the leader and team player they are—while giving back to the communities where we live and work. When our people thrive, PTC thrives—and patients benefit.



Hege Sollie-Zetlmayer
Chief HR Officer

Our People*

Total Number of Employees: 991

Gender Breakdown (Total Employees)

Female: 52%
Male: 48%

Gender Breakdown (R&D Employees)**

Female: 52%
Male: 48%

*All data as of December 31, 2025
**Percentage of total employees in Research & Development (R&D). Our gender distribution in the R&D functions aligns with the overall gender distribution at PTC.



Work as One PTC

Enabling Impact Through Our People

Delivering for patients depends on the people who advance our science, execute our operations, and uphold our expectations. We work as **One PTC**, with seamless collaboration across functions and geographies toward a shared goal: bringing much-needed treatments to patients.

To strengthen our culture of **inclusion**, we partner with managers and employees to support fair talent and development processes while caring for one another and supporting the communities around us.

When our people feel supported and included, they can focus fully on what matters most: advancing our mission and bringing much-needed treatments to patients.



- **Passionate About Purpose**
Work for a cause, not just a company
- **Champion Inclusion, Trust and Respect**
Create a fair and equitable work environment where employees can flourish
- **Be Bold**
Challenge. Adapt. Repeat.
- **Think Like an Entrepreneur**
Bring unfettered energy, creativity, and urgency to develop breakthrough solutions
- **Be Kind**
Be friendly, caring, helpful, considerate
- **Ever Better**
Identify opportunities for performance improvement



Award Winning Workplace

Gallup's Exceptional Workplace Award

2025 marks the fourth time PTC has been recognized for fostering a strong workplace culture that empowers employees by harnessing their unique strengths.



LearnX (Platinum)

Leadership Development
(Emerging Leaders Program)

Learning Culture

Coaching



US News & World Report Best Companies to Work For 2025-2026

Best Companies to work for OVERALL

Best Companies to work for NORTHEAST

Best Companies to work for HEALTH CARE & RESEARCH

We scored 5 out of 5 in four distinct categories



Quality of Pay
PTC excels in providing competitive compensation packages



Work-Life Balance
PTC promotes flexible work policies to help in maintaining a healthy work-life integration



Comfort
PTC ensures a comfortable and psychologically safe environment for all employees



Professional Development
PTC invests in its people with internal mobility, tuition, assistance, and growth opportunities



CommUNITY Resource Groups

CommUNITY Resource Groups (CRGs)

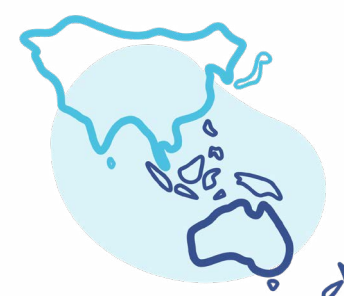
CRGs are a collective of employee groups connected by shared passions and united by a commitment to advancing our strategic imperatives. Our CRGs provide spaces that foster belonging and enable meaningful connection, learning, and action—benefiting employees, the communities where we live and work, and ultimately patients. These groups emphasize authenticity, empathy, vulnerability, and curiosity. Their work is guided by four strategic pillars—Cultural Awareness, Talent Pipeline, Community Service, and Work as One PTC—to ensure alignment with our mission.

How they work and how we help

- **Open participation:** employees may join any community of interest
- **Shared leadership:** employee leaders supported by executive sponsors
- **Global + local engagement:** programming across sites, functions, and regions
- **Business impact:** CRG involvement builds skills that help us deliver for patients and communities, including project management, communication, budget stewardship, leadership, networking, and cross-functional collaboration.

CommUNITY is central to our culture, with ~43% of employees participating in at least one CommUNITY Resource Group in 2025.

COMMUNITY



API

Asian Pacific Islander



BEC

Black Empowerment Council



MAGIC

Multicultural Alliance Group of Inclusive Communities



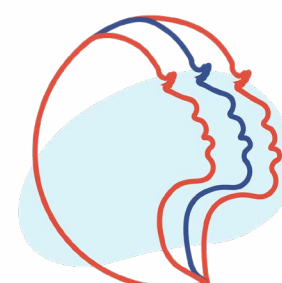
ECP

Early Career Professionals



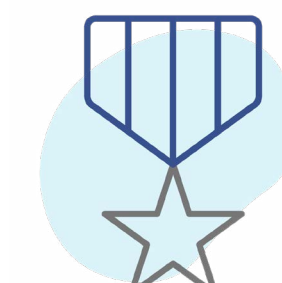
SAFE SPACES

A Welcoming Environment for Free Expression



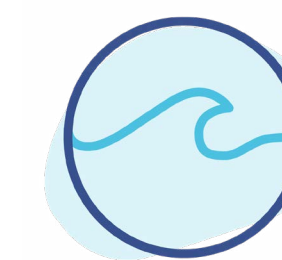
SHE RISES

Women of Color in Pharma



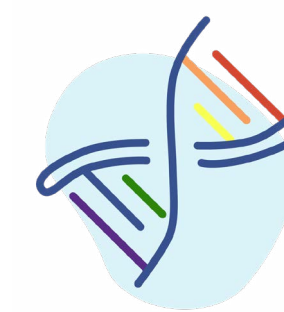
MOVE

Military Outreach Veterans



OHLA

Organization of Hispanic/Latinx + Allies



PTC PRIDE

LGBTQ+



MINT

Men Implementing New Traditions



W+IN

The Women+ International Network



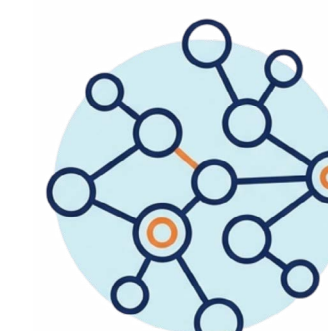
CASA

Comunidad(e) Apoy(i)o Solidarid(e) Avance for Latin America



PTC ABLE

Abilities Beyond Limited Expectations



NETWORKS

Connecting for Shared Interests and Growth



Engagement and Retention

Our culture is to make every day count; to care for each other, our community, and the needs of patients; to be critical, not cynical, of what we do but not of each other; we strive every day to be better than we were the day before. We want to be part of an important cause and strive to achieve great accomplishments.

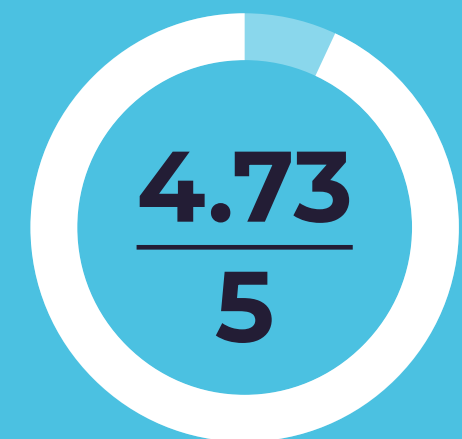
Our approach to our workforce is focused on building and sustaining their capabilities, providing meaningful opportunities to engage with each other, and fostering the inclusive environment required to operate effectively in a complex and highly regulated global environment.



Retention is supported through opportunities for growth, clear expectations and accountability, and a shared sense of purpose connected to patient outcomes. This approach helps maintain **continuity, expertise, and organizational resilience**.

Over the last three years, our voluntary turnover rate has been below 4%.

In our 2025 employee survey, our employees rated their likelihood of recommending PTC an average of 4.73 out of 5.





Building Capabilities: Recruiting Top Talent

We are building a workplace where every voice matters and every individual can thrive. We believe that our differences make us stronger and our ideas better.

We welcome talented people from all backgrounds and are committed to a fair, inclusive, and respectful hiring process where each candidate is valued for their unique experiences, skills, and potential. Together, we create life-changing impact for patients around the world.

Our recruitment and engagement efforts are designed to attract highly skilled, mission-driven professionals across scientific, technical, and operational roles that are critical to execution. We seek individuals who bring deep expertise and who align with our purpose and responsibility to patients.



Employer of Choice for Top Talent

94% offer acceptance rate in 2025, with over 160 hires from nearly 27,000 applicants (~0.6% applicant-to-hire).

Global Onboarding Program

We recognize the importance of establishing appropriate expectations of our culture, values and behaviors when new colleagues join us. A global cross-functional team ensures a quick and successful onboarding experience for new hires.



Building Capabilities: Recruiting Top Talent

Talent Pipeline Program (TPP)

The TPP is a pioneering initiative we started in 2020 during the COVID-19 pandemic aimed at cultivating the next generation of industry leaders.

This one-year comprehensive training and real-world work experience opportunity is tailored for recent university graduates and designed to bridge the gap between academic knowledge and professional application, equipping participants with the skills and experience necessary to excel in their careers.

Throughout the immersive fellowship program, participants receive mentorship, job coaching, career counseling, and leadership training as well as exposure to leaders throughout our global franchise.



Brian Henn

TPP Fellow now Manager, Compliance



Ranjeet George

TPP Fellow now Associate Scientist I, Formulation Development



Josefina Gonzalez Moore

TPP Fellow now Sr. Manager, Medical Operations and Strategy

Cohort 1 (2020–2021):

53 fellows across Europe, Latin America, and the U.S.; 62% retained (converted to full-time employees (FTE)).

Cohort 2 (2022–2023):

38 fellows across Europe, Latin America, and the U.S.; 32% retained (converted to FTE).

Cohort 3 (2025–2026, in progress):

11 fellows across Europe and the U.S.



Building Capabilities: Learning & Development

Ongoing employee learning and development is essential to sustaining innovation and execution. We focus on professional growth and capability-building, leadership development, succession, and knowledge transfer in highly scientific and operational roles.

How we support development:

- **Learning pathways:** instructor-led and self-paced learning to build technical and behavioral skills.
- **Leadership & coaching:** targeted leadership sessions and internal coaching to accelerate growth.
- **Culture of learning:** global, site-based programs to share best practices and strengthen connection.
- **Self-assessments:** Gallup Clifton Strengths and Hermann Brain Dominance Instrument (HBDI); 97% of employees have completed a strengths assessment.
- **Global Learning Week:** 21 sessions delivered across multiple sites, totaling 400 learning hours. Topics ranged from leadership spotlights to practical technical workshops.



Development is the journey from who we are today at work to who we aspire to become—and the impact we want to have tomorrow. When employees, managers, and HR work together to clarify career goals, build critical skills, broaden experiences, and commit to lifelong learning, the return is far bigger than individual growth: it strengthens our teams, advances our mission, and expands what’s possible for the patients and communities we serve. That’s why learning and development is a priority at PTC.



Mark Boulding
Executive Vice President and Chief Legal Officer

In 2025, we delivered more than **5,000 employee development hours** through conducting **53 learning sessions** to all employees, **17 Leadership Development sessions**, and **33 customized training sessions** for teams. We have also delivered more than **242 coaching hours** with internal coaches.



Building Capabilities: Learning and Development for R&D Teams

To deliver on our commitment to patients, we continuously strengthen the scientific capabilities of our teams through **ongoing learning and development**. We combined **internal capability-building** with **external expert engagement**—including scientific partnerships and targeted training—so employees can stay current on emerging science and best practices, while strengthening technical excellence, collaboration, and communication to support high-quality R&D.

Internal learning: role-relevant sessions that strengthen execution, communication, and team effectiveness.

External expert engagements & consortia to advance trial science (endpoints, biomarkers, natural history data, and digital measures).

Partnerships with the scientific community to strengthen evidence generation and development strategies in rare disease.

Specialized training to deepen technical skills and support high-quality execution.

Select external partnerships, expert forums, training and academic learning, and conferences and meetings

Partnerships

- **Critical Path to Therapeutics for the Ataxias (CPTA)** (public-private partnership)
- **Huntington’s Disease Regulatory Science Consortium (HD-RSC)** (regulatory science consortium)
- **National Ataxia Foundation** and **Ataxia Global Initiative** (disease community + research network)

Conferences & Congresses

- **American College of Rheumatology (ACR) Annual Meeting** (rheumatology/immunology meeting)
- **European Respiratory Society (ERS) Congress** (respiratory congress)
- **International Congress of Inborn Errors of Metabolism (ICIEM)** (metabolic/genetic disease)
- **International Society for the Study of Xenobiotics (ISSX) Annual Meeting** (drug metabolism/DMPK)
- **American College of Clinical Pharmacology (ACCP) Annual Meeting** (clinical pharmacology)

External Training and Academic Learning

- **Certara Phoenix** training (PK/PD and modeling workflows)
- **DIA Global** and **Barnett International** (clinical research and professional development)
- **Drew University** Residential School (Medicinal Chemistry & Biology in Drug Discovery)



Building Capabilities: Learning & Development

Leadership Development Programs

In our ongoing commitment to fostering growth at PTC, we offer a diverse range of leadership programs including those below that are tailored to various audiences within the organization.



Emerging Leaders Program

The award-winning Emerging Leaders 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. Emerging Leaders Cohort #4 (2025) had 17 graduates. Participants in our Emerging Leaders program reported strong outcomes, **with overall satisfaction of 4.73/5.**





Building Capabilities: Learning & Development

Individual 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 business acumen and new skills. These programs cover leadership excellence, CliftonStrengths development, Whole Brain Thinking, Mind Tools, self-awareness, on-the-job skills development, and more.

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 are delighted to celebrate in 2025: the **62 mentorship relationships** that formed, **242 hours of internal coaching**, and the **18 internal coaches** who supported the effort.



Over the years, 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
Co-lead Coaching and Mentoring Center of Excellence



Compensation and Benefits

We create value for employees by offering a strategic and comprehensive rewards program that includes base compensation, performance-based incentives and equity, health and well-being benefits, retirement savings, and a multitude of resources to support every stage of life.

- **Compensation:** Our compensation approach is designed to be competitive and fair. We benchmark pay against relevant peer companies; reinforce pay-for-performance through salary, bonus, and equity decisions linked to company and individual results; and consider internal factors such as role, responsibility, experience, contribution, and succession. Compensation decisions are informed by external market data and overseen by our Compensation Committee.
- **Benefits:** Our benefits provide meaningful choices and resources that support employees through key life events. We review offerings annually to remain competitive and sustainable, with a focus on whole-person well-being—physical, emotional, and financial.



- Offerings include:**
- Health Benefits
 - Financial Wellness
 - Pay and Incentives
 - Time Off
 - Equity
 - Retirement Benefits
 - Employee Relief Fund
 - Income Protection
 - Well-being Program
 - Family Planning Assistance
 - Child Bonding Time Off
 - Employee Assistance Program
 - Education Resources
 - Caregiver Benefit



Compensation

Philosophy & Governance

The Compensation Committee of our Board of Directors is responsible for setting and overseeing our compensation objectives and philosophy. The Compensation Committee contracts with an external consulting firm to conduct an independent review of our compensation program. The purpose of the review is to provide a competitive reference on pay levels, program design, relative performance benchmarks, and external options for a company of our size. The Compensation Committee completes an annual review to determine peer companies that helps to inform our pay decisions.

In 2025, we published our first [Gender Pay Gap Report](#) for Ireland in accordance with local requirements. In addition, we disclose our CEO-to-median-employee pay ratio annually in our Proxy Statement.

We attract top tier talent by offering competitive pay through benchmarking compensation against peer companies using third-party market data. Upon hire, all colleagues receive an opportunity to share in the ownership and success of PTC through a **new-hire stock-based grant** intended to align with shareholder interests.

We motivate employees by offering all employees annual incentives and long-term equity to reward exceptional performance. Our pay decisions are guided by consistent global processes and differentiated based on company, market competitiveness, and individual performance.

We engage our workforce through compensation programs tied to career pathways, role expansion opportunities, and a standardized annual review process in which all employees participate.

We retain employees by reinforcing the connection between company value creation and rewards, maintaining internal equity in pay decisions, and promoting a recognition culture whereby **80% of employees receive formal recognition annually from leaders and peers.**

100% of Employees Are Eligible*

- To receive a **new hire equity grant**
- To receive an **annual equity grant**
- To receive an **annual incentive**
- To participate in our **Employee Stock Purchase Plan (ESPP) with 15% discount**

*As country legislation and administration permits.



Benefits and Well-being

Employees can engage in financial well-being through targeted education, including country-specific sessions designed to provide relevant resources and eligible plans. In partnership with Fidelity, BrightPlan and external consultants, we host employee retirement and equity education sessions that explain key topics and provide practical guidance toward achieving financial security. In the U.S., employees have access to a financial well-being platform, BrightPlan, including **unlimited sessions** with a Certified Financial Planner, which helps to drive exceptional 401(k) plan health.

Supporting Financial Security for Retirement

- The U.S. 401(k) Retirement Plan helps employees meet one of life’s important goals of saving for a financially secure retirement. Our robust education campaigns help to raise awareness about the importance of saving and in 2025, **93% of employees took full advantage of our 6% 401(k) match.**
- For our global workforce, we provide **matching pension contributions** where it is competitive and common market practice.

Employee Stock Purchase Plan (ESPP)

- The ESPP offers eligible employees the opportunity to purchase shares of PTC Therapeutics stock at a 15% discount through convenient payroll deductions. In 2025, **52% of employees participated in the Employee Stock Purchase Program with an average contribution rate of 8%.**

Benefits Education and Sustainable Practices

We promote benefits understanding through education sessions and annual enrollment communications. In 2025, we reduced waste in the U.S. by shifting from standard open enrollment packages to an employee choice model, expanding digital delivery of materials, and reducing our environmental footprint.

Governance and Privacy

All well-being and benefits vendors must comply with applicable data protection laws and undergo review and approval by our Global Privacy and Data Protection Office to help ensure appropriate safeguards are in place for processing employee and dependent information.

The **PTC Employee Relief Fund** is a charitable fund that provides financial assistance to employees facing unexpected hardship. In 2025, we were able to support four employees experiencing a financial hardship and raised over **\$12,000 to help employees in need.**





Benefits and Well-being

Supporting employee well-being is essential to sustaining performance, engagement, and resilience. Our benefits and well-being programs are designed to support employees across different stages of life and career, while remaining responsive to local market practices and requirements. Our approach supports physical, mental, financial, and family well-being and is intended to help employees manage the demands of work and life in a way that promotes long-term effectiveness. Programs are designed to be competitive in local markets and compliant with applicable regulations, with flexibility across geographies while maintaining a consistent focus on supporting employees and their families.



Health Coverage

In the U.S., 89% of employees are enrolled in key health benefits, where we cover **90% of medical costs** and employee contributions represent just 10%. This cost-sharing strategy aims to keep coverage accessible while maintaining a shared investment in health benefits. On average, medical benefits account for only **2% of an employee’s annual salary**.

Our high-value coverage is supported by a strategic variety of well-being resources. In 2025, we implemented a program called Color for all U.S. employees to help improve prevention screening rates. In 2025, we have exceeded preventative care screening benchmarks in multiple categories:

Preventative Care Screening	PTC	Benchmark*
Breast Cancer Screening	78%	71%
Cervical Cancer Screening	80%	70%
Colorectal Cancer screening	60%	55%

*Aetna 2025 Annual Business Review, Book of Business Benchmark



Benefits and Well-being

Family & Caregiving

RethinkCare is our caregiving benefit directed towards caregivers to neurodivergent children. **81% of participants** state that RethinkCare **reduced their stress or anxiety**.

Another program named Carrot offers **support for all stages of family forming**, from pregnancy planning to hormonal health and everything in between. Over **20% of our global population is enrolled**. We offer a \$20,000 benefit to cover family forming expenses that are not covered at 100% by our health plan.

Birth and non-birth parents are eligible for Parental Leave. Leave may be used at any point in weekly or daily increments within 12 months of the birth or adoption. Paid child bonding leave ensures an additional six weeks of 100% paid time off for all full-time employees to bond with birth, adopted or foster children beyond legislative requirements. Eligibility for additional paid leave varies by country and state.

We funded \$36,000 in **matching Dependent Care FSA** contributions to support families with childcare expenses.

Annual Winter Recess provides a shared opportunity for all employees to disconnect, spend time with family, and return with renewed energy for the year ahead.

Accommodation & Inclusion

We support employees' needs by continuously strengthening our practices, programs, and benefits so people with a range of needs are supported consistently and respectfully. We are committed to an inclusive workplace and provide a clear process for requesting **reasonable accommodations** which support a wide range of needs, including physical and mental health considerations.

Our HR team partners with employees, managers, and our Environmental Health & Safety (EHS) team to evaluate requests fairly, maintain appropriate confidentiality, and identify effective solutions, with practices designed to be equitable and applied consistently across teams and locations in compliance with applicable local laws and regulations.





Well-being Education and Events

Year-round Well-being Education and Engagement

Our Total Rewards team delivers wellness programming and education throughout the year, including global webinars and resources that help employees build healthy habits and make informed decisions about their benefits and financial well-being. In 2025, employees across 18 countries participated in wellness education sessions on a variety of topics.

Mental Health and Work-life Support

To help employees navigate everyday challenges, we offer a comprehensive Employee Assistance Program (EAP), including access to work-life resources and personalized mental health support. Employees can choose a coach or licensed therapist aligned to their needs, and eligible dependents also have access to support.

Well-being and Preventive Health

Our well-being application provides personalized tools and resources to help employees advance their wellness goals, including opportunities to participate individually or through shared challenges.

Well-being Series: Monthly Webinars Delivered by Partners

We conducted **17 sessions** on a wide range of topics.

On average, **80 employees** attended each wellness session.

On average, **95% of participants** reported that the topics were interesting, they learned something new, and the presenters were engaging.

Global Well-being Days

We hosted onsite well-being days in three PTC offices across geographies to promote health through education about wellness topics and reminders about access to valuable benefits.

In 2025, **740 employees** globally were enrolled in our well-being application, with **47% average monthly engagement** and **408 total wellness journeys** completed.



Employee Safety

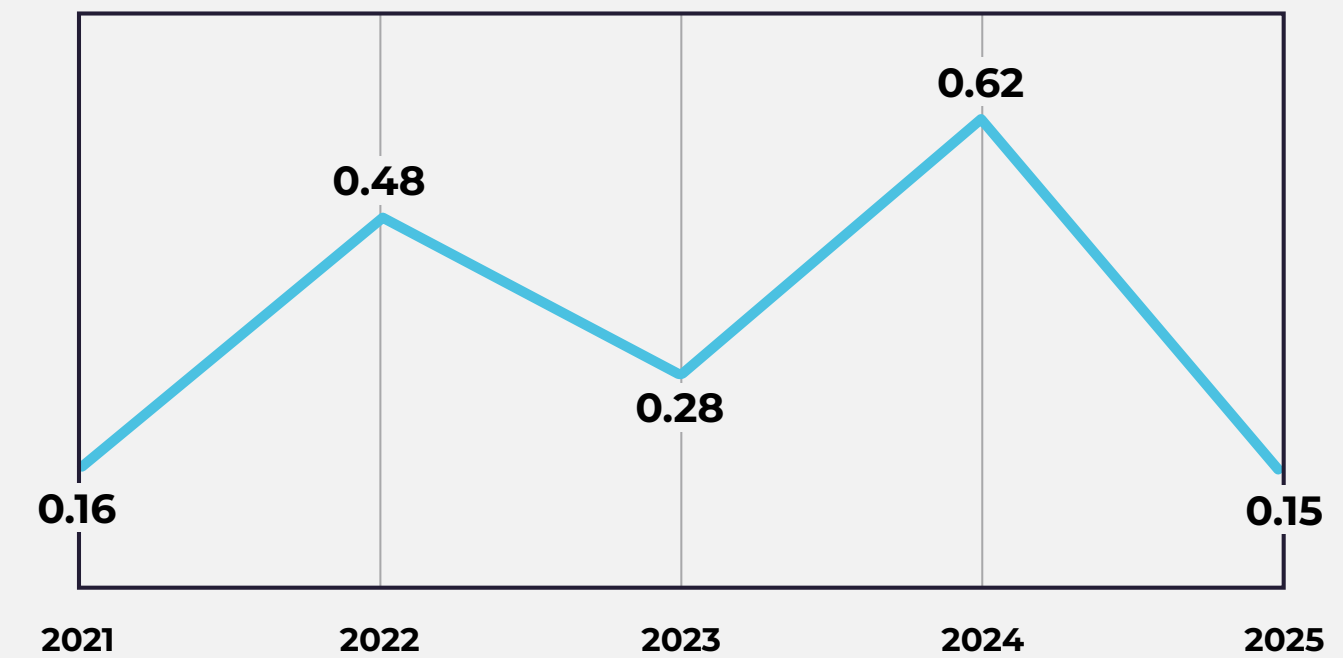
Employee safety and well-being are foundational to our operating model. We are committed to maintaining safe working environments across offices, laboratories, and manufacturing and third-party operational settings where applicable. Our safety management system was developed in accordance with ISO standard 45001 and is implemented across all sites with a specific focus on high-risk activities in research and development labs.

Safety considerations extend to contractors and partners where we have oversight responsibilities. Through policies, procedures, training, and oversight, we seek to promote safe practices and reduce risk associated with its activities.

We have a set of Environmental Health & Safety (EHS) training curricula assigned based on key factors such as role and location. The curricula comprise safety manuals, standard operating procedures, training modules and videos, and guidance documents. In 2025, relevant employees completed a combined total of 1,715 training assignments.

PTC U.S. Sites – Strong Safety Performance as Measured by the OSHA Total Recordable Incident Rate (TRIR)*

PTC U.S. SITES TRIR 2021 – 2025



*Occupational Safety and Health Administration (OSHA) TRIR measures the number of work-related injuries and illnesses per 100 full-time employees over a year.

PTC Outside U.S. Sites

There were no work-related injuries or illnesses reported at our sites outside the U.S. in 2025.

While the U.S. TRIR data demonstrates our commitment to the safety of our employees and its impact on safety performance, they are lagging indicators. We utilize forward-looking analytics to anticipate and prevent future safety concerns including tracking items such as training completion, attendance at safety meetings, and implementation

of a safety observation/near miss program. This safety observation/near miss program allows us to identify trends and direct resources to provide the greatest impact in helping to ensure a safe and healthy work place.



Community Impact

We recognize that we can make a meaningful contribution within the communities connected to our mission. As a global rare disease company, we are committed to supporting patients, families, and broader communities through initiatives aligned with our purpose and areas of scientific and medical focus. Community support is delivered through structured and well-defined processes to ensure appropriate governance, consistency, and alignment with applicable policies and regulatory requirements. These efforts are designed to support initiatives that are poised to make a meaningful difference while aligning with our areas of focus.

A core component of our community engagement is providing grants and other forms of support for high-quality programs focused on rare disease and unmet medical need. Additional information about our community programs, grant types, eligibility criteria, and application processes is available on our website.

[Learn more about PTC's community and grant programs](#)



100+

grants and charitable donations

NEARLY \$4.7M

contributed globally to patient advocacy organizations, continuing medical education, and support for independent scientific research

~\$60K

invested in STEM primary education programs local to our New Jersey and California offices



Community Impact

We view community impact as interconnected with how we care for the environment and engage our employees. Community stewardship includes actions that support the long-term health and resilience of the places where employees live and work.

Employee-led initiatives and community environmental activities reflect how our people contribute beyond our operations. These efforts help bridge community engagement and environmental responsibility and reinforce our belief that caring for communities includes caring for the world in which we live.



7 events
for community
outreach



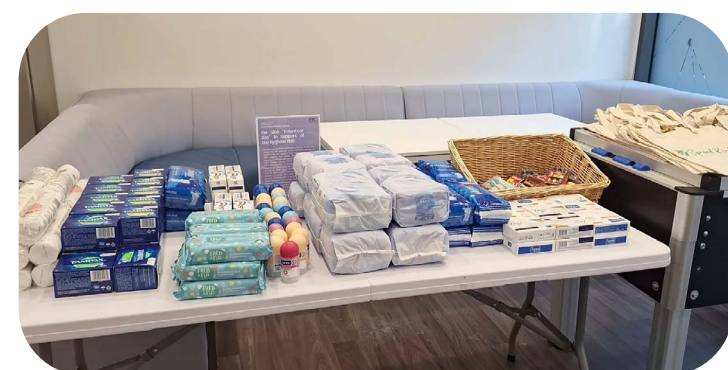
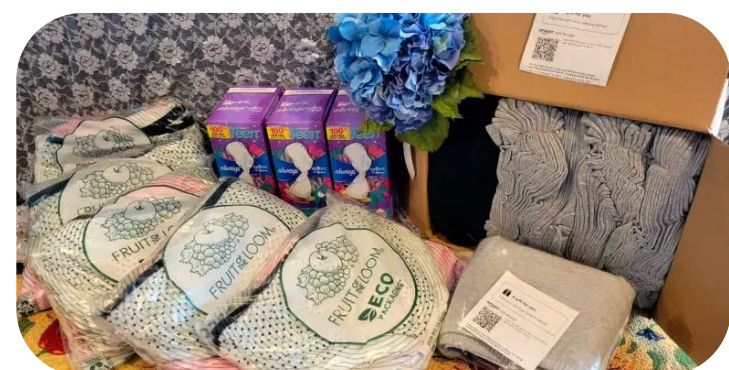
164 hours
of service
recorded



>100 gift bags
hand-made
and donated



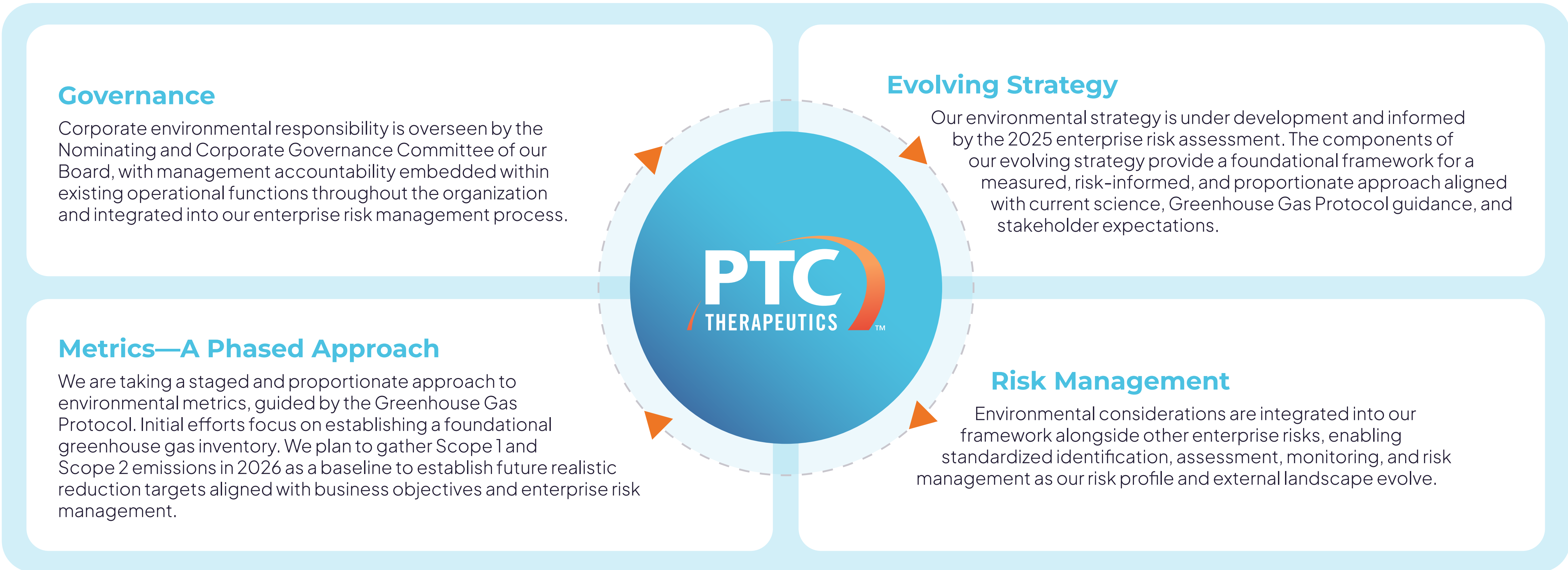
200 lbs
of clothing
collected & donated





Environmental Responsibility

This section outlines our governance approach, strategy-in-progress, and initial steps toward environmental risk management and disclosure. It is not intended to represent a full IFRS S2 or climate-related disclosure.





Environmental Responsibility

IFRS S2-informed, Greenhouse Gas Protocol-guided and Proportionate Approach

We embrace our role as a global corporate citizen and acknowledge the importance of environmental stewardship within the broader context of our operations, communities, and approach to value creation. Our environmental and operational responsibility is considered through the lens of operational discipline, scientific rigor, risk identification, and proportionality, consistent with our size, footprint, and stage of business maturity. Our environmental management system is designed and implemented in accordance with ISO Standard 14001.

In 2025, environmental impact was assessed as part of our enterprise risk assessment and materiality process. While environmental topics did not emerge as a top financially material risk at this stage, we remain committed to managing environmental responsibilities in a manner aligned with our current risk profile, enterprise priorities, the science, and evolving regulatory and stakeholder expectations.



Environmental Responsibility

Global Position

As our formal strategy regarding Scope 1 and Scope 2 emissions is evolving, our employees are empowered to demonstrate their commitment to reducing the impact of ongoing operations on the environment. Our teams consistently act on clear principles—compliance, risk reduction, resource efficiency, and waste minimization—and we incorporate these considerations into project planning and operations.

New Jersey

The recent relocation of our Corporate Headquarters Facility in New Jersey has become the model for how we think about our projects and their impact on the environment and was designed to meet LEED Gold Standard. This project included the upgrade of the 30-year-old facility to meet current standards, including:

1. Use of light harvesting and lighting control systems to minimize electrical usage
2. Use of LED lighting for reduced electrical usage and minimization of heat load in the building
3. HVAC control and setback for energy efficiency
4. Water-saving fixtures to meet current standards
5. Use of pre-owned furniture saving the landfill from tons of unwanted office furniture
6. A robust waste minimization and management plan during construction
7. Planned recycling and waste management in design of facility





Environmental Responsibility

California

Our 2025 research facility relocation in California followed the same environmental governance approach applied during our Corporate Headquarters relocation, with consistent attention to regulatory compliance and practical sustainability measures throughout the project lifecycle. We used this project as an opportunity to reduce waste, lower emissions, and strengthen environmental stewardship.

As we decommissioned the facility we vacated, we partnered with a certified e-waste recycler to manage end-of-life IT assets responsibly.

In total, we diverted more than **3,700 pounds of ancillary IT equipment** from landfills, prioritizing reuse wherever possible, and ensuring remaining materials were recycled appropriately.

Across the move, **22.43 tons of office furniture and laboratory casework** were removed from our vacated site, with **75% resold or recycled**. This avoided an estimated **48.9 tons of CO2 impact—roughly equivalent to 4,995 gallons of gasoline consumed**—by keeping usable materials in circulation and reducing demand for new products.

We also took a circular-economic approach to outfitting the new space, pairing responsible sourcing with upgrades that reduce ongoing operational impact. We selected new chemical fume hoods designed for energy efficiency and constructed **utilizing more than 40% recycled materials**. We also **installed LED lighting and roof dome lights** and replaced HVAC units with systems that use **lower global warming potential refrigerants**. Together, these improvements help reduce energy use while supporting more sustainable materials choices.

Pre-owned furniture accounted for 80% of the office furnishings at the new facility.

This kept usable materials from landfills and reduced the demand for new products.

Finally, we ensured strong environmental governance throughout the transition. All applicable regulatory requirements were met to close out environmental permits associated with the vacated facility, confirming the move was completed with full compliance and responsible site decommissioning.

Global Standard

As we pursue new capital projects, they are selected and designed with a similar approach to reduce environmental impact from construction activities and on-going operations. A project is underway in 2026 to replace critical HVAC infrastructure at our Corporate Headquarters to increase efficiency, reduce energy usage, and use lower global warming potential refrigerants. This upgrade will replace the current R-22 refrigerant with R-454B refrigerant, resulting in **approximately a 74% reduction in global warming potential** through the use of this modern, zero-ozone-depletion refrigerant.





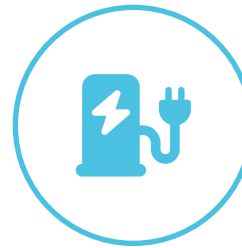
Our Culture Empowers Environmental Action



We prioritized responsible end-of-life technology management by redeploying and **donating over 300 laptops to employees and external organizations**, promoting reuse and minimizing unnecessary e-waste.



The **majority of our sites** have been supplied with fully stocked kitchens including **reusable cutlery and crockery**, minimizing the use of disposable utensils and crockery.



We promoted electric vehicle (EV) use and lower-carbon travel by **offering EV charging stations at all our U.S. locations**, supporting employees and visitors who drive electric vehicles.



59,000 pounds (69%) of laboratory waste was managed through approved recovery methods, including fuel blending and waste to energy.



All our new construction and renovation projects included **replacing light bulbs with energy efficient LED lighting and lighting management systems**.



Our Supply Chain team optimized logistics by **consolidating shipments and shifting select routes from air to ocean freight**, reducing transport-related emissions and our overall carbon footprint.



We sourced all electricity in our Corporate Headquarters from renewable supply arrangements, and we used Renewable Energy Certificates (RECs) to match additional electricity use with verified renewable attributes for our New Jersey research facilities in Bridgewater and Hopewell and our California site in Mountain View. This represents **a total of 6.8 MkWh of green power generated and utilized by our sites saving approximately 4,800 metric tons of CO₂ emissions in 2025**.



Planting the PTC Forest

We support local environmental sustainability by planting the PTC Forest across the world. Our employees engage directly in tree-planting initiatives, and we donate trees to celebrate milestones.

In 2025, we planted a total of **1,132 trees**

EMEA employees earned eco-points by participating in Compliance Week 2025 resulting in **98 trees** planted.

The PTC team in Switzerland volunteered their time and partnered with Almighty Tree to plant **100 trees**. Over the last three years, this team of 40 colleagues has planted nearly **400 trees**.

Our HR team donates to **One Tree Planted** for various initiatives. In 2025 we planted:
849 trees for new hires **85 trees** for the graduates of **Emerging Leaders Cohort #4**



Additionally, our Ireland Environmental Committee organized a **balcony garden** in the Dublin office where we grow **cherry tomatoes, bay trees, chilis** and a small **lemon tree**.



How We Manage Operations



Our Risk Management and Governance Structure

Board of Directors

The Board of Directors (Board) provides oversight of our enterprise risk management framework, CSR-related activities, and overall risk posture. The Board oversees these activities through regular meetings, its committee structure, and its accessibility to members of management to ensure focus and accountability.

- **Audit Committee**
Coordinates the Board’s oversight of the company’s internal controls over financial reporting, disclosure controls and procedures, and the Code of Conduct, and internal controls, while receiving input from the company on various matters, including compliance, enterprise risks, cybersecurity, and information security.
- **Nominating and Corporate Governance Committee**
Oversees corporate governance practices, the selection of director nominees, evaluation of the Board’s performance, succession planning for senior executives, and corporate responsibility, including environmental and other programs and policies, risk assessment, and this CSR report.

Management Oversight

Our management is responsible for identifying, managing, and monitoring risk within their areas of accountability. Enterprise risk management is embedded within existing management structures and operational processes rather than treated as a standalone activity.

Insights from our enterprise risk assessment and other risk-related activities are reported to our management, the Audit Committee, and, as appropriate, the full Board.

Code of Business Conduct and Ethics

Our Code of Conduct governs our behavior and establishes clear expectations for ethical standards, compliance with applicable laws and regulations, and responsible decision making across the organization. The Code of Conduct applies to employees and, where appropriate, to third parties acting on our behalf.



Compliance and Risk Function

Our compliance and enterprise risk assessment activities are led by the Chief Compliance and Risk Officer, who oversees our Global Compliance Program (Compliance Program) and enterprise risk management. The compliance and risk function works across the organization to support risk identification, monitoring, and proportionate mitigation.



Governance, Integrity, and Accountability

Governance Framework: How PTC Manages Enterprise Risk

Our enterprise risk assessment and risk governance structure are designed to provide clear oversight, accountability, and proportionality. Risk identification is supported by management insights and functional oversight across the organization, and ongoing awareness of external developments and evolving regulatory expectations.

This approach reflects our focus on informed decision making, disciplined execution, and responsible risk management in a complex global operating environment.





Identifying and Assessing Enterprise Risk

We identify and assess enterprise risk through a formal coordinated process that reflects the nature, scale, and complexity of our business, which enables us to focus attention on risks most relevant to execution, resilience, and trust. Enterprise risk is identified and assessed through a multistep approach.

1

A structured Enterprise Risk Assessment (ERA)

We conducted an enterprise-wide risk assessment informed by executive and senior leadership interviews across the organization. This assessment considered strategic, operational, financial, compliance, and sustainability-related risk through a single materiality lens.

2

Management insight and functional oversight

Risk identification is supported by ongoing input from management and key functions, including compliance, environmental health & safety, finance, HR, information technology, legal, quality assurance, and other operational leaders, informed by day-to-day execution and oversight responsibilities.

3

Awareness of external and regulatory developments

Detection of potential risk is complemented by monitoring of external developments, including regulatory change, industry trends, and evolving expectations that may affect our operations or strategy.



Managing Risk

We manage enterprise risk through a disciplined, execution-focused approach designed to support informed decision making and accountability. This approach supports consistent execution and operational resilience as we advance our mission.

Elements of Risk Management

Cross-functional leadership engagement

Leaders across the organization participate in risk identification, assessment, and management, ensuring risk is viewed through both enterprise and functional lenses. This includes identifying and assessing sustainability-related risk that may impact enterprise value.

Risk prioritization based on impact and relevance

Risk is evaluated based on its potential impact on strategy, operations, financial performance, compliance, and reputation, with attention to proportionality.

Clear ownership and accountability

Material risk is assigned to accountable leaders responsible for monitoring and management actions.

Integration with strategy and operations

Risk considerations inform strategic planning, operational decisions, and resource allocation.

Ongoing monitoring and reporting

Risk findings and management actions are reviewed through established governance channels, including management forums and Board committee oversight. Our Chief Compliance and Risk Officer has direct access to our Board of Directors.

Ethical Business Conduct

Ethical business conduct is integral to how we operate and deliver for patients in a highly regulated and complex environment. Guided by our values, the principles reflected in the Code of Conduct form the foundation of our Compliance Program and guide how employees and third parties acting on our behalf are expected to conduct business.

Our Compliance Program Guide translates the expectations set out in the Code of Conduct into practical elements of how we operate, including policies, processes, and oversight mechanisms that support ethical conduct and making the right decisions.

To learn more, please refer to our [Code of Conduct](#) and the [Global Compliance Program Guide](#), available on our website.





Compliance Culture and Expectations

Our Compliance Department’s mission is to support PTC to **help enable fast and sustainable access to our medicines in an ethical and compliant manner**. We are committed to having a well-designed, effectively implemented Compliance Program with continuous growth and enhancement. We view integrity and compliance as essential to execution in delivering on our commitment to patients. Our Compliance Program reinforces these expectations through effective communications, training, policies, and resources designed to support awareness, consistency, and accountability across the workforce around the world.

We want employees to seek guidance when they have concerns and to feel comfortable speaking up in instances where they believe violations of our Code of Conduct, our policies, or applicable laws and regulations may have occurred. **We are committed to an environment where open, honest communications are the expectation, not the exception**. Each of us at PTC is responsible to do the right thing, to support our culture and conduct business with integrity. These expectations help fulfill our commitment to patients by supporting a culture of trust, transparency, and responsibility that underpins our approach to governance and risk management.





Information Stewardship

Privacy and Data Protection

We are committed to protecting personal information through transparent practices and disciplined data stewardship. We communicate clearly how personal data are collected, used, and protected, and provide individuals with visibility into how their information is handled.

This commitment is supported by a structured Privacy and Data Protection governance framework, including processes for data protection impact assessments, management of data subject rights requests, and personal data breach response.

We maintain established privacy breach response protocols, including timely notifications and disclosures, in accordance with applicable local laws and regulatory requirements.

We apply Privacy by Design principles and emphasize cross-functional collaboration to protect the data of clinical trial participants, employees, healthcare professionals, and other stakeholders. To support compliance, employees participate in role-specific, jurisdiction-based training and annual awareness initiatives led by the Global Privacy and Data Protection Office.

Disclosure Quality and Reliability

Our approach to disclosure is rooted in clarity, consistency, and reliability. This report is informed by the principles of IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information and, where relevant, IFRS S2 – Climate-related Disclosures, with a focus on governance, risk oversight, and decision-useful information.

This report’s Appendix includes structured data tables aligned with Sustainability Accounting Standards Board (SASB) standards for the Biotechnology & Pharmaceuticals industry and core disclosure principles informed by IFRS S1 and IFRS S2. These tables are designed to support transparency, consistency, and comparability for key stakeholders by providing a focused view of sustainability-related topics most relevant to our operations and value creation.

As a Nasdaq-listed company, we comply with applicable Nasdaq listing standards and U.S. Securities and Exchange Commission (SEC) rules and regulations with respect to our public disclosures. Each year, we file audited financial statements with the SEC, which are audited by Ernst & Young LLP.

Data Quality and Information Integrity

We recognize that reliable information is essential to effective decision making, regulatory compliance, and stakeholder trust. We maintain processes and controls designed to support the accuracy, consistency, and integrity of information used across the organization, including financial, operational, and sustainability-related data.

Information quality considerations are integrated into existing governance, risk management, and compliance processes, reflecting the importance of data integrity in a highly regulated operating environment. Data quality and integrity are focal points for our Information Technology and Information Security teams.



Information Stewardship


Cybersecurity and Information Protection

Protecting sensitive information is a critical component of our governance and risk management approach. We maintain cybersecurity and information protection policies and technologies designed to safeguard confidential, proprietary, and personal data, including patient, clinical, employee, and business information.

Our Information Security team’s scope encompasses all of our operations, including research and development, supply chain, quality systems, finance, legal, compliance, and other corporate functions. Our cybersecurity risk management program is designed to identify, assess, manage, and mitigate cybersecurity risk across our operations and relevant third parties.

“

Our Information Security team is highly experienced and leverages industry-leading security tools and practices to safeguard our systems, networks, and third-party service providers.



Linda Montella-Carter
Chief Information Officer

“

We integrate cybersecurity considerations into our enterprise risk management and governance processes to support informed oversight and decision making.



Kristen Hill
Global Head of IT Security

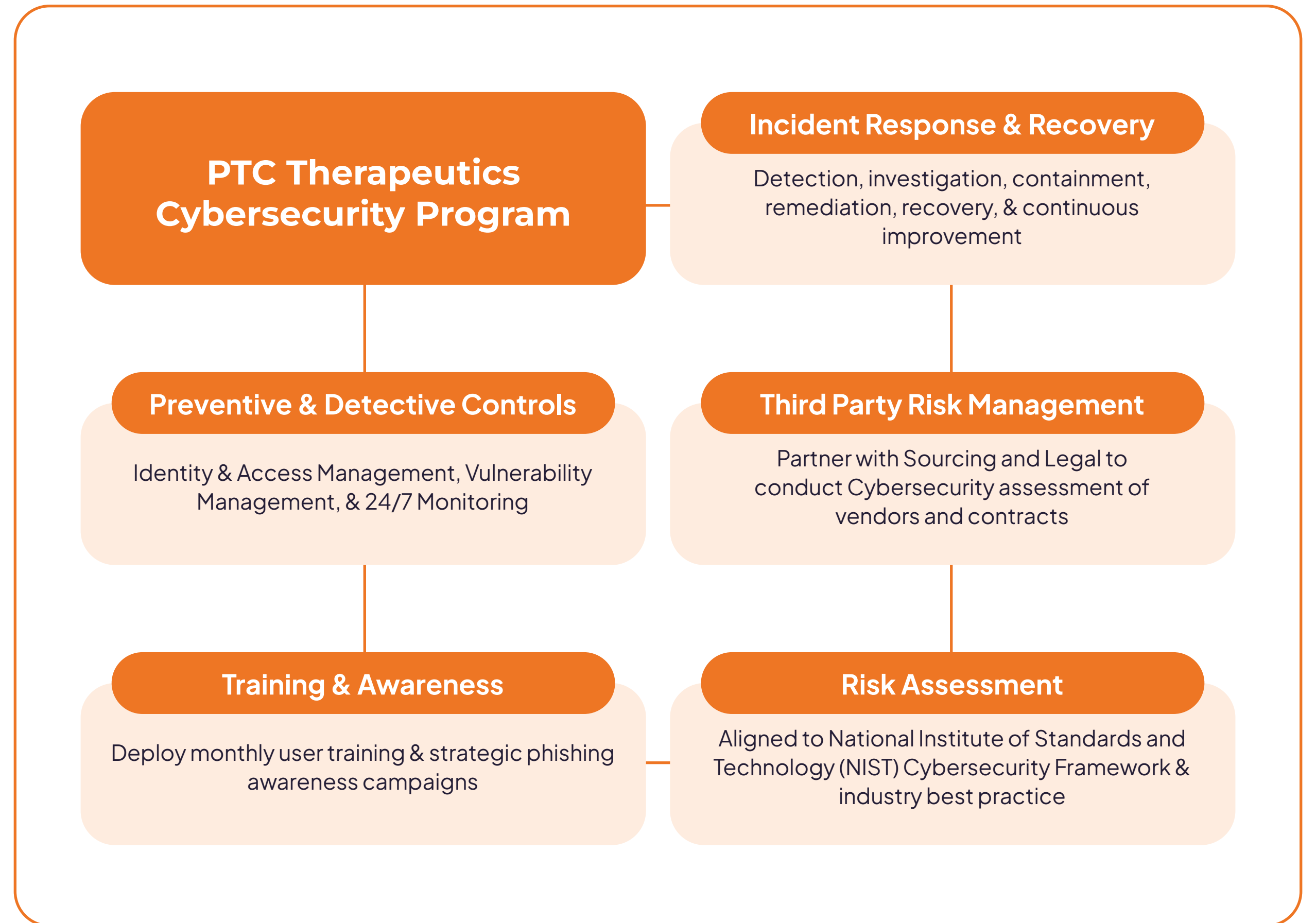


Information Stewardship

Cybersecurity and Information Protection

Management is responsible for day-to-day cybersecurity program execution, including implementing controls, coordinating security operations, and overseeing incident response activities. Cybersecurity risk and related matters are escalated to senior leadership as appropriate, and the Board of Directors and Audit Committee receive periodic updates regarding cybersecurity risk, threat landscape developments, and program initiatives.

We maintain established cybersecurity incident response and escalation protocols, including defined internal reporting, investigation, remediation, and external notification procedures. In the event of a cybersecurity incident that involves unauthorized access to, or disclosure of, data, we will make required notifications and disclosures as applicable.





Board of Directors

PTC’s Board of Directors works with our management team to ensure that our culture is conducive to a productive and healthy work setting and that we approach corporate governance, and environmental and social issues in a way that is consistent with our culture.



Michael Schmertzler
Chairman

Mr. Schmertzler has served as a member of our Board since 2001 and as Chair of our Board since 2004. He is an Adjunct Professor and Lecturer in Economics at Yale University and, from 2018–2025, a Visiting Professor at Yale NUS in Singapore. Mr. Schmertzler currently also serves as Executive Chairman of SHY Therapeutics, a private biotechnology company; as Executive Chairman of Berryville Holdings and Dispel LLC, private cyber-technology companies; and as a Director of AgNovos, a private biotechnology company.



Matthew B. Klein, M.D., M.S., FACS
Chief Executive Officer, PTC Therapeutics

Dr. Klein has been our Chief Executive Officer and served as a member of our Board since March 2023. Dr. Klein joined the company in October 2019 as Global Head Gene and Mitochondrial Therapies and became Global Head Clinical Development in March 2020, Chief Development Officer in April 2020, and Chief Operating Officer in January 2022. Dr. Klein has also served as a member of the board of directors of ClearPoint Neuro, Inc., a Nasdaq-listed company, since 2020.



Jessica Chutter
Former Chair Biotech Investment Banking – Morgan Stanley

Ms. Chutter has served as a member of our Board since March 2026. She has over 40 years’ experience in healthcare investment banking, all at Morgan Stanley & Co. LLC and its affiliates (“Morgan Stanley”), a leading global financial services firm. She is a member of the Board of Trustees of The Hospital for Sick Children and a director of Toronto Innovation Acceleration Partners, a not for profit and commercializations hub that translates health science research from member institutions.



Allan Jacobson, Ph.D.
University of Massachusetts Chan Medical School

Dr. Jacobson is a co-founder of PTC Therapeutics, Inc., and has served as a member of our Board since our inception in 1998, and previously served as Chairman of our Board from 1998 to 2004. From 1994 to 2023, Dr. Jacobson was the Chairman of the Department of Microbiology and Physiological Systems at the University of Massachusetts Chan Medical School, where he is currently the Gerald L. and Zelda S. Haidak Professor of Cell Biology.



Board of Directors



Stephanie S. Okey, M.S.

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

Ms. Okey has served as a member of our Board since 2018. For over 25 years, from 1987 until 2015, Ms. Okey served in various positions of increasing responsibility in the biopharmaceutical industry, first at Genentech, Inc., followed by 19 years at Genzyme, a Sanofi company. Ms. Okey has served as a member of the board of directors of Crinetics Pharmaceuticals, Inc., a Nasdaq-listed biopharmaceutical company, since July 2019.



Emma Reeve

Independent Board Director

Ms. Reeve has served as a member of our Board since 2018. Ms. Reeve served as the Senior Vice President and Chief Financial Officer of Constellation Pharmaceuticals, Inc., a Nasdaq-listed biopharmaceutical company, from October 2017 to July 2021, its Treasurer from December 2017 to July 2021, and its Secretary from December 2017 to September 2018. Ms. Reeve has served on the board of directors of Whitehawk Therapeutics, Inc., a Nasdaq-listed biopharmaceutical company, since September 2021.



Mary L. Smith

The VENG Group

Ms. Smith has served as a member of our Board since 2021. Since February 2018, Ms. Smith has served as Vice Chair at the VENG Group, a non-partisan government relations and public affairs firm, consulting clients on business development, strategy, healthcare, and corporate governance. Ms. Smith, who is Native American and an enrolled member of the Cherokee Nation, started a foundation, the Caroline and Ora Smith Foundation, to train Native American girls in science, technology, engineering, and math.



David P. Southwell

CEO, Volastra Therapeutics

Mr. Southwell has served as a member of our Board since 2005. He is currently the President, Chief Executive Officer and Director of Volastra Therapeutics, a privately-held clinical-stage oncology company. From October 2018 to March 2023, he served as the Chief Executive Officer, and a member of the board of directors, of TScan Therapeutics, Inc., a Nasdaq-listed biotechnology company. Mr. Southwell currently serves on the boards of directors of Rocket Pharmaceuticals and Volastra Therapeutics.



Board of Directors



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

Chairman, GSteele Health Solutions

Dr. Steele has served as a member of our Board since 2015. Dr. Steele has served as the Chairman of xG Health Solutions, a health care redesign and optimization company affiliated with Geisinger Health System, from 2013 to 2018. From 2001 until 2015, Dr. Steele served as President and Chief Executive Officer of Geisinger Health System, an integrated health services organization in central and northeastern Pennsylvania.



Alethia Young
Independent Board Director

Ms. Young has served as a member of our Board since 2022. Ms. Young has more than 20 years of experience in healthcare and biotech equity research and investing and served as the Chief Financial Officer of Bicycle Therapeutics PLC, a Nasdaq-listed biopharmaceutical company from June 2023 to February 2026 where she remains a company advisor. Ms. Young has also served as a member of the board of directors of Pacira BioSciences, Inc., a Nasdaq-listed biopharmaceutical company, since October 2023.



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

Independent Board Director

Dr. Zeldis has served as a member of our Board since September 2012. Dr. Zeldis served as the Executive Vice President and Head of Research and Development of NexImmune, Inc., a Nasdaq-listed clinical-stage biotechnology company from January 2021 to March 2023. Dr. Zeldis has served on the board of directors of Soligenix, Inc., a Nasdaq-listed biopharmaceutical company, since 2011, and NexGel, Inc., a Nasdaq-listed company, since 2020.

Committee Composition

- **Audit Committee**
Emma Reeve, *Chair*
Mary L. Smith, Member
David P. Southwell, Member
Alethia Young, Member
- **Compensation Committee**
Glenn D. Steele, Jr., M.D., Ph.D., *Chair*
Emma Reeve, Member
Michael Schmertzler, Member
Mary L. Smith, Member
David P. Southwell, Member
- **Nominating and Corporate Governance Committee**
Stephanie S. Okey, M.S., *Chair*
Michael Schmertzler, Member
Alethia Young, Member
Jerome B. Zeldis, M.D., Ph.D., Member



Appendix

SASB Biotechnology & Pharmaceuticals Industry Data Table (Informed by IFRS S1 and IFRS S2)

This report includes our responses to selected Sustainability Accounting Standards Board (SASB) standards for the Biotechnology & Pharmaceuticals industry within the Health Care sector. SASB standards provide industry-specific disclosure topics and metrics that support a structured understanding of sustainability-related risk and impact relevant to our operations.

The structure and presentation of this index are informed by the principles of IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information, which emphasize governance, risk oversight, and transparency around sustainability-related topics that may influence how an organization creates value. Where applicable, this index also draws on relevant elements of IFRS S2 – Climate-related Disclosures, recognizing the current maturity of our environmental data, systems, and strategy.

The table presented on the next several pages identifies the SASB disclosure topics and associated metrics addressed in this report and indicates where additional information on each topic may be found.

Unless otherwise noted, all data and disclosures are for the year ended December 31, 2025.

Certain SASB metrics are addressed qualitatively or partially, consistent with our current reporting maturity and informed by our enterprise risk assessment, with a focus on sustainability-related topics most relevant to our science, operations, and stakeholder impacts.



SASB Biotechnology & Pharmaceuticals Industry Data Table

No.	Topic	SASB Code	Metric / Description	Response
1	Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	<ul style="list-style-type: none"> PTC retains Sponsor accountability for the management of safety and trial quality, even when delegating to Clinical Research Organizations (CROs). CRO staff are trained on the clinical protocol and known safety information. Our oversight is designed to protect participants and follow current good clinical practice (GCP) regulations. PTC processes are centralized globally according to PTC standard operating procedures (SOPs). A Compliance Review Committee consisting of senior representatives of relevant functions as well as our CEO meets regularly to oversee quality and patient safety. PTC requires informed consent (IC) to be obtained before any trial-specific procedure. The consent is approved by Institutional Review Board (IRB)/Ethics Committee (EC) before use and is administered according to applicable local requirements. Any revisions made by site are reviewed and approved by PTC prior to use and IRB/EC submission. Sites conduct an interactive discussion and allow sufficient time for the participant to review and ask questions. When new information becomes available, the IC is revised and appropriately reviewed and approved prior to participant re-consent. PTC requires that Investigator Brochure (IB) templates are developed and standardized in accordance with company SOPs. No trials were terminated due to GCP failure, Data Monitoring Committee (DMC) decisions, or other reasons.
2	Safety of Clinical Trial Participants	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance resulting in remediation or regulatory action	PTC had eight (8) regulatory inspections, with three (3) resulting in PTC issuing corrective actions consisting of updating written procedures and processes and/or additional training. None resulted in regulatory action.
3	Safety of Clinical Trial Participants	HC-BP-210a.3	Total monetary losses from legal proceedings associated with clinical trials in developing countries	PTC has incurred zero (0) monetary losses from legal proceedings associated with clinical trials in developing countries.
4	Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and countries	PTC discovers, develops, and commercializes clinically differentiated medicines for children and adults living with serious diseases of high unmet need. Because we work in rare disease, none of our products are treatments for diseases identified on the Access to Medicines priority disease list. PTC is committed to providing access to best-in-class treatments for patients with little to no treatment options. PTC maintains patient support programs that are country-specific based on local laws and regulations, including in some countries identified on the Access to Medicines priority countries list such as Brazil, Colombia, Ecuador, and Peru.
5	Access to Medicines	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products	PTC's products do not appear on the WHO List of Prequalified Medicinal Products.
6	Affordability & Pricing	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that restricted use of authorized generics	PTC has had zero (0) settlements of ANDA litigation.
7	Affordability & Pricing	HC-BP-240b.2	Percentage change in average list price and average net price across U.S. product portfolio compared to previous year	PTC's therapies address rare diseases with significant unmet medical need, serving small patient populations with limited or no alternative treatment options. Pricing reflects the clinical value delivered to patients and the investment required to discover, develop, and bring these therapies to market. Where possible consistent with applicable law, PTC maintains patient support programs designed to help eligible patients access our medicines, including co-pay assistance and other financial support mechanisms. PTC does not disclose specific pricing changes at the portfolio level at this time but is committed to pricing practices that support continued investment in rare disease research while maintaining patient access.



SASB Biotechnology & Pharmaceuticals Industry Data Table

No.	Topic	SASB Code	Metric / Description	Response
8	Affordability & Pricing	HC-BP-240b.3	Percentage change in (1) list price and (2) net price of product with largest increase compared to previous year	PTC does not disclose product-level pricing changes at this time. Any pricing adjustments are made in consideration of the clinical value of our therapies, the needs of patients we serve, payer dynamics, and the sustainability of our ability to invest in our pipeline and support rare disease communities globally.
9	Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	PTC submits adverse drug reactions (ADR) to all applicable regulatory authorities in accordance with region-specific regulations. The authorities publicly share this information in line with their processes. This includes FDA's Adverse Event Reporting System (FAERS) and EMA's EudraVigilance system, which is also shared with the World Health Organization's VigiBase database. PTC also lists information regarding PTC sponsored clinical trials at FDA's clinicaltrials.gov and via EMA's Clinical Trials Information System (CTIS). PTC performs ongoing signal detection on all marketed products and alerts regulatory authorities, so that product labelling can be updated if a new validated signal or ADR is confirmed, in accordance with regional regulations.
10	Drug Safety	HC-BP-250a.2	Number of fatalities associated with products	Zero (0) fatalities were reported in 2025 that PTC considers related to company products.
11	Drug Safety	HC-BP-250a.3	Number of product recalls issued and total units recalled	PTC had zero (0) recalls due to quality defects; however, there was 1 recall of six (6) units of 250mg Translarna due to the market withdrawal in Panama.
12	Drug Safety	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	PTC had zero (0) product accepted for take-back, reuse, or disposal.
13	Drug Safety	HC-BP-250a.5	Number of enforcement actions related to violations of good manufacturing practices (GMP)	PTC does not have direct manufacturing facilities. PTC establishes partnerships with manufacturers, and zero (0) enforcement actions related to violations of GMP in relation to PTC products were reported to us.
14	Counterfeit Drugs	HC-BP-260a.1	Description of methods used to maintain product traceability and prevent counterfeiting	<ul style="list-style-type: none"> • SAP Ariba software is used to maintain lot traceability of PTC products. • Products contain tamper-evident seals. • PTC only uses qualified distribution partners, and serialization of products in regions where it is a regulation (primarily using Tracelink). PTC works with our contract manufacturing organizations (CMOs), approved distribution centers (3PLs) (contract storage location), and distribution partners to validate their systems.
15	Counterfeit Drugs	HC-BP-260a.2	Discussion of processes for alerting customers and partners to counterfeit risk	<ul style="list-style-type: none"> • PTC sells products via approved distribution centers (3PLs) either through a take/title model or to specialty or hospital pharmacies. • In regions where it is a regulation, serialization processes are in use so that pharmacies are alerted to any product that should not be in the shipment. • PTC performs yearly mock recalls to verify that we can notify the distributors within a pre-defined timeline and all product can be traced. The notification process would be the same if counterfeits were identified.
16	Counterfeit Drugs	HC-BP-260a.3	Number of actions leading to raids, seizures, arrests, or criminal charges related to counterfeit products	PTC had zero (0) actions leading to raids, seizures, arrests, or criminal charges related to counterfeit products.
17	Ethical Marketing	HC-BP-270a.1	Total losses from legal proceedings associated with false marketing claims	PTC has incurred zero (0) monetary losses from legal proceedings associated with false marketing claims.





SASB Biotechnology & Pharmaceuticals Industry Data Table

No.	Topic	SASB Code	Metric / Description	Response
18	Ethical Marketing	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	PTC's promotional activities are governed by our Code of Business Conduct and Ethics and our Global Compliance Program. PTC does not promote or encourage the off-label use of its products. All promotional materials and communications are reviewed and approved through a cross-functional review process to ensure accuracy, balance, and compliance with applicable laws and regulations, including FDA requirements and equivalent regulatory standards in the markets where we operate. Employees involved in promotional activities receive training on these requirements, and our Compliance team monitors adherence through ongoing oversight and periodic assessments.
19	Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientific and R&D staff	<p>PTC's recruitment and engagement efforts are designed to attract highly skilled, mission-driven professionals across scientific, technical, and operational roles that are critical to execution. The company seeks individuals who bring deep expertise and align with PTC's purpose and responsibility to patients. In 2025 PTC continued to be an employer of choice; only 0.6% of job candidates received an offer, and 94% of those candidates accepted. Our gender distribution in the R&D functions align with the overall gender distribution at PTC (52% female).</p> <p>PTC recognizes that supporting employee well-being is essential to sustaining performance, engagement, and resilience. The company provides benefits and well-being programs designed to support employees across different stages of life and career, while remaining responsive to local market practices and requirements. We engage our workforce through compensation programs tied to career programs, role expansion opportunities, and a standardized annual review process in which all employees participate. All PTC employees receive equity upon hire and annually as determined by our year-end compensation process.</p> <p>PTC focuses on professional growth and capability building, leadership development, and knowledge transfer in highly specialized scientific and operational roles. Resources include a dedicated Coaching and Mentoring Center of Excellence, instructor-led development engagements and self-paced materials, Gallup CliftonStrengths and Herrmann Brain Dominance Instrument (HBDI) self-assessments, and our Leadership Development Program. The Leadership Development Program engages employees at each stage of their career development and features a capstone project for Emerging Leaders and a 360° assessment for Leadership Excellence. We combine internal capability building with external expert engagement, including scientific partnerships and targeted training, for employees to stay current on emerging science and best practices while strengthening technical excellence, collaboration, and communication to support high-quality R&D.</p>
20	Employee Recruitment, Development & Retention	HC-BP-330a.2	Voluntary and involuntary turnover rates by employee category	Over the last three years, PTC's voluntary turnover rate has been below 4% and involuntary turnover rate has been below 7%.
21	Supply Chain Management	HC-BP-430a.1	Percentage of entity and Tier 1 supplier facilities participating in Rx-360 or equivalent audits	PTC audits all Tier 1 suppliers. The frequency is based on a risk assessment including past audit history. The lowest risk suppliers are audited no less than once every five (5) years. Audits may be conducted by a team internal to PTC, one of our qualified external auditors, or through RX-360.
22	Business Ethics	HC-BP-510a.1	Total monetary losses from legal proceedings related to corruption and bribery	PTC has incurred zero (0) monetary losses from legal proceedings related to corruption and bribery.
23	Business Ethics	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	<p>PTC's Code of Business Conduct and Ethics governs how PTC works with Healthcare Professionals (HCPs) and helps guide employees and contractors in various capacities. PTC only engages HCPs when there is a clear, legitimate business need. All interactions are conducted in a truthful manner, avoiding deceptive practices and potential conflicts of interest, and in compliance with applicable laws and regulations. Internal policies and procedures help guide employees and contractors in complying with specific requirements including but not limited to food and entertainment, fair market value (FMV) payment rates, and conflicts of interest (e.g. decision makers for ministries of health or reimbursement bodies and members of formulary or clinical guidelines committees).</p> <p>PTC's stakeholder engagement system provides a centralized process for capturing HCP eligibility, credentials, and qualifications; providing appropriate FMV rates; documenting individual activity details, legitimate business need, and review and approvals; and maintaining compliance with local requirements.</p>