



2023 Corporate Sustainability Report

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



Table of Contents

Who we are

[Global Footprint](#)

[Our Science](#)

[Our Pipeline](#)

[Awards & Recognition](#)

Patients

[Empowering Patients](#)

[Supporting the Rare Disease Community](#)

[Patient Resources](#)

[FIPFA Powerchair Football World Cup 2023](#)

People

[Employee Benefits](#)

[Learning & Development](#)

[PTC Culture](#)

[Global Equality, Diversity & Inclusion](#)

Community

[Global Outreach](#)

[Empowering Future STEM Leaders](#)

[Community Needs & Volunteer Efforts](#)

Environment

[Green Operations](#)

[Sustainability Efforts](#)

Ethics & Compliance

[Compliance Program](#)

[Privacy Policies & Cybersecurity](#)

[Board of Directors](#)



A Message from our CEO

2023 was a transformational year for PTC. As PTC celebrated its 25th anniversary, it was a perfect time to reflect on the company's many pioneering and impactful contributions and make important changes so that we could mature into a leaner, stronger and well-capitalized PTC positioned for future success. In building the PTC of the future we emphasized focus and continue to take our obligations related to environmental stewardship, social responsibility and corporate governance seriously. One thing that hasn't changed is our **mission**. We remain a **patient-focused company** that will continue a legacy of discovering, developing and commercializing transformative therapies for patients with rare diseases.

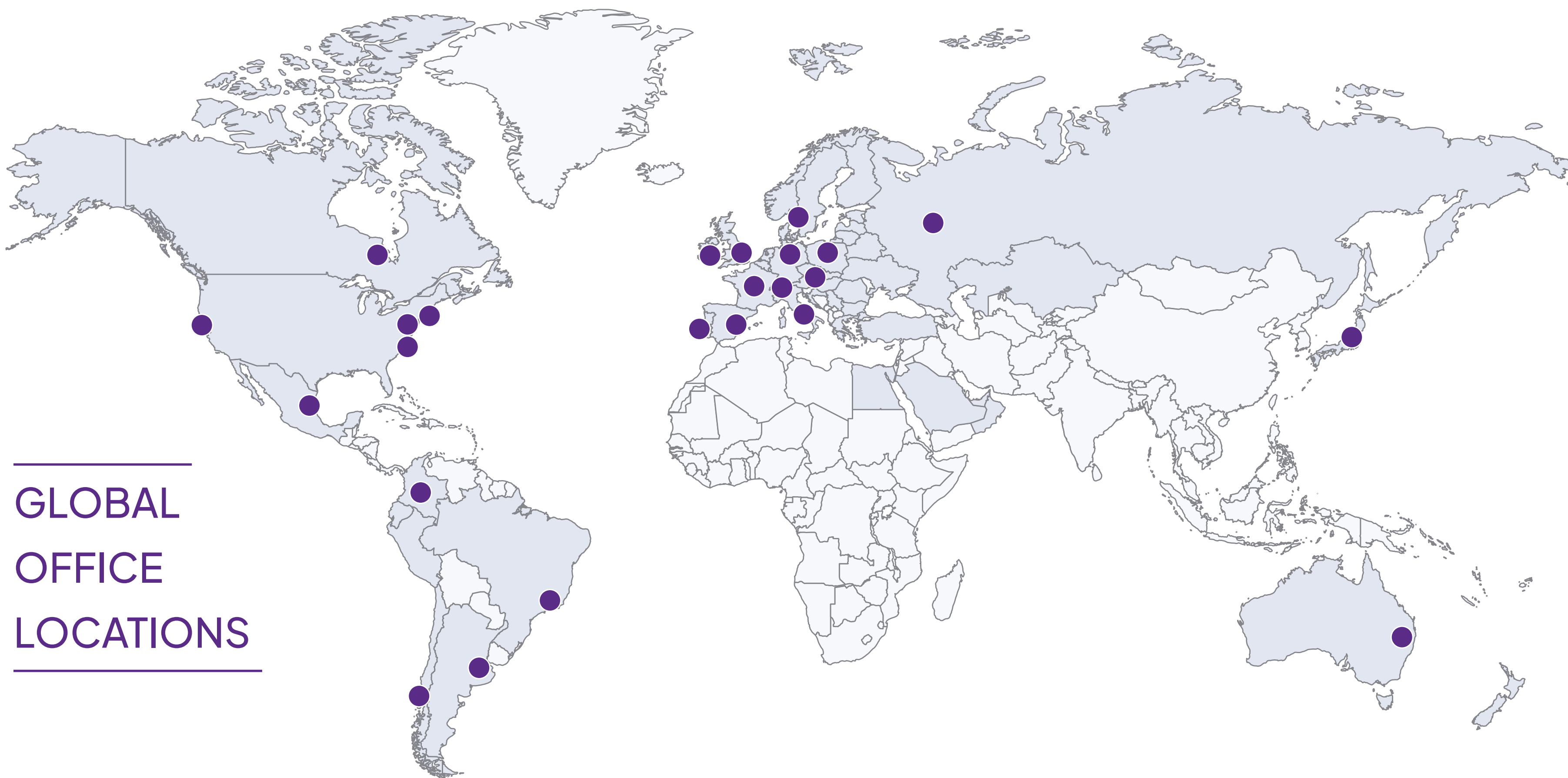
Matthew B. Klein, M.D., M.S., FACS

Chief Executive Officer



Who We Are

PTC is a global biopharmaceutical company focused on the discovery, development and commercialization of clinically differentiated medicines that provide benefits to patients with rare disorders.



GLOBAL OFFICE LOCATIONS

PTC's goal is to provide access to best-in-class treatments for patients who have little to no treatment options. Our strategy is to leverage our strong scientific and clinical expertise and global commercial infrastructure to bring therapies to patients.



Our Science

Our research efforts are focused on two scientific platforms—splicing and ferroptosis and inflammation—where PTC has unique expertise to discover and advance innovative therapies to the clinic.



**Splicing
Platform**



**Ferroptosis and
Inflammation Platform**



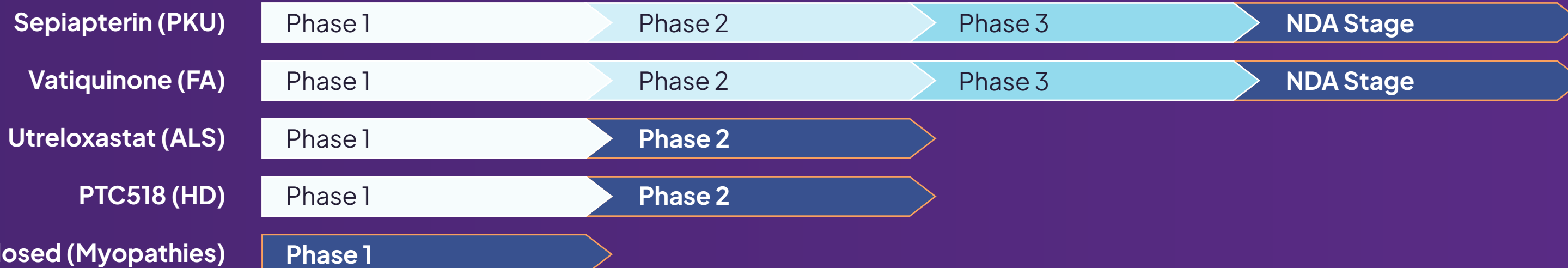
Our Pipeline

We have a robust development portfolio with a number of potentially promising therapies for rare neurologic and metabolic diseases including PKU, HD and ALS.

Commerical Products



Development



Research

Splicing Platform



SCA-3
MAP-tau
Undisclosed
(Movement Disorders)

Ferroptosis and Inflammation Platform




Undisclosed
(Neurodegenerative Diseases)
Undisclosed
(Pediatric Neurodevelopment Disorders)


Awards and Recognition


In 2023, PTC was recognized across a variety of categories for awards in scientific innovation, commitment to employees and disease awareness.


Commitment to Employees: Highlighting Culture and Diversity


PTC’s commitment to employees was demonstrated through the several awards won around the globe in categories including learning and development, diversity and inclusion, and talent acquisition.


-  2023 Don Clifton Strengths-Based Culture Award


-  PTC Global HR team: Irish HR Champion in the “Learning & Development Strategy” category at the 2023 Irish HR Champion Awards

-  PTC in Brazil: Great Place to Work

-  MAGIC Employee Resource Group: 2023 Top Diversity Company Award; Intrama’s Diversity and Inclusion Summit in Madrid

-  Talent Pipeline Program: TIARA Talent Acquisition Awards: The Avenica Early Careers Pioneer Award

-  Kylie O’Keefe , our Chief Commercial Officer, was recognized by the Healthcare Businesswomen’s Association (HBA) as a Luminary award winner

-  Executive Women of New Jersey’s Business Honor Roll: 2023 Corporate Board Gender Diversity Awards



A Global Culture of Innovation

PTC's culture of innovation was recognized in several honors awarded in Europe in 2023.

🏆 EURORDIS Black Pearl Award: "Company Award for Innovation"

🏆 PTC in Italy:

- Le Fonti Award for Excellence in Biopharmaceutical Innovation & Leadership of the Year
- The Excellence of Scientific Information and the Centrality of the Patient Award

🏆 PTC in Ireland: Life Sciences Industry Awards Ireland – Supply Chain Achievement

🏆 Prix Galien UK, France, Germany Awards: PTC was selected as a finalist in the prestigious 2023 Prix Galien Award program for "Best Pharmaceutical Product" for the development of Upstaza in the UK and in the Orphan Drug Category in Germany



Disease Awareness: Spotlight on Latin America

PTC in Brazil took home several awards for their creative and impactful projects supporting the rare disease community.

🏆 National phase of the 2023 Aberje Award in the multi-public category for Mocotó SQF. Aberje is the Brazilian Association of Corporate Communications

🏆 SABRE América Latina 2023 Award for “Living is Rare” documentary series

🏆 47th Lupa de Ouro Awards 2023 for “Best Project – Digital Marketing Focus on Process and Culture Transformation” for the initiative “Detetive Gui” (Detective Gui), to raise awareness awareness about Duchenne

PTC in Brazil was also a finalist in the 47th Lupa de Ouro Awards 2023 in the “Best Medical Area Project” Category:

🏆 Third place for “Livro de Receitas Descobrimdo Novos Sabores” (Recipe Book Discovering New Flavors)

🏆 Fourth place with “Molécula do Conhecimento” (Knowledge Molecule)



Spotlight on Mocotó SQF

To raise awareness of the familial chylomicronemia syndrome (FCS) and support the FCS community, PTC, FCS patient advocacy organizations, Mocotó, an award-winning restaurant, and the healthcare communications consultancy LLYC Brazil collaborated to create Mocotó SQF, a restaurant tailored to people living with FCS. The goal was to create a unique, memorable and safe experience for those living with FCS, so that for the first time in their lives, they could eat safely away from home, without fear.

(“SQF” is an abbreviation in Portuguese for FCS)



Patients

We are deeply committed to children and adults living with rare diseases who have little to no treatment options.

We work hard to provide resources and support to patients and their families through compassionate collaboration, throughout the drug development process.

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



We partner with more than 200 patient advocacy organizations (PAOs) across the globe, and we cherish the relationships we forge and maintain with them.



Empowering Patients

Empowering the rare disease community and elevating their voices is critical to raising awareness of rare diseases around the world. Several of our programs focus on this goal.

Kevin Alexander lives with phenylketonuria (PKU) and has been an advocate for PKU, newborn screening and rare disease awareness for over a decade. Kevin started by producing the video **“My PKU Life”** and has since traveled around the world speaking about life with this rare disease and producing other videos about PKU. He contributed an article to help spread awareness about PKU:

➔ [Owning Your Rare Disease Story](#)

Kevin Alexander, VP, Louisiana Metabolic Disorders Coalition; volunteer, National PKU Alliance; member of the International Society for Neonatal Screening.

#DuchenneCan

Witnessing firsthand what people with Duchenne muscular dystrophy CAN do inspired the creation of #DuchenneCan in 2021. This global social media movement celebrates remarkable individuals in the Duchenne community, the people who love and care for them and the groups dedicated to supporting them.



My VIBE Podcast

“My VIBE: My Voice is Inspirational, Brave and Empowering” gives patients, caregivers, families and friends a forum to share their story and journey living with a rare disease. The goal is for the community to hear directly from the person affected by rare disease, and for the person to know that their voice is important.

Take on Duchenne North America Podcast

Each episode brings scientific leaders in the field of Duchenne together to discuss and share knowledge, insights and perspectives to support the continuous education and awareness of this disease among healthcare community and those interested to learn more about Duchenne.



Rare Talks: AADC Podcast

The Rare Talks: AADC Podcast is a series focused on AADC deficiency awareness and information, with episodes aimed at healthcare professionals, patients and caregivers. Guests include leading experts to discuss key AADC deficiency topics, from signs and symptoms to navigating the appropriate tests to confirm a diagnosis.

“Share Your Story” Features

We encourage people in the rare disease community to contribute to our “Share Your Story” news feature on the PTC website. The stories are written by patients to showcase their firsthand experiences in their rare disease journey.



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

Cycling for DE Duchenne 40

PTC employees in Northern Europe cycled 40km in June to raise money and awareness for Duchenne. The initiative supported “De Duchenne 40”, organized by Duchenne Parent Project Netherlands, to further research and better care for young adults with Duchenne to help them live to be at least 40 years old.



Run4Duchenne

PTC colleagues in Switzerland participated in the annual Christmas Run, “Zürcher Silvesterlauf”, and joined the Run4Duchenne charity run. This event was organized by Duchenne Schweiz Association and the Swiss Muscle Society (Schweizerische Muskelgesellschaft).

RideATAXIA

PTC showed commitment to the Friedreich ataxia (FA) community by co-sponsoring the 2023 rideAtaxia annual bike ride. Colleagues in the N.J. area gathered to ride up to 50 miles (80.47km) to raise awareness and advocate for advancing research to treat and cure FA.

Universidad de La Sabana and PTC Partner to Provide Training for Patient Associations

PTC in Colombia, in partnership with the Universidad de La Sabana, offered a comprehensive learning experience for 20 PAOs from the SAM region through a training titled, “Corporate Communications and Organizational Assertiveness: The Basics of Leadership.” The 56-hour course centered on effective communication practices.

Physiotherapy and Rehabilitation Training on Duchenne Held in Turkey

PTC supported the European Alliance of Neuromuscular Disease Associations, a patient umbrella association, in Physiotherapy and Rehabilitation Training in cooperation with Istanbul Galata University. The training was done in collaboration with local PAOs, and more than 50 physiotherapists attended the event.



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

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

Global Patient Engagement (PE) Team

We have dedicated PE teams covering the U.S., Latin America and EMEA (Europe, Middle East and Africa). The PE team is an incredibly important function of PTC, as they act as a direct line of contact, building relationships between the company and rare disease patients, caregivers and PAOs. They ensure the patient's voice is incorporated in all aspects of drug development.

PTC Cares

In the U.S., the PTC Cares program helps take care of treatment coordination, so patients with a rare disease and their families can spend more time taking care of themselves. Dedicated Case Managers support families throughout the rare disease journey and provide the expertise needed to help make the process of getting treatment easier.



Genetic Testing

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



PTC was a proud sponsor for the FIPFA Powerchair Football World Cup 2023, organized by Fédération Internationale de Powerchair Football Association (FIPFA). This premier event of global powerchair football excellence, played in 30 nations across Europe, the Americas and the Asia-Pacific region, showcases the highest level of competition, uniting teams from diverse nations and providing a platform for players with varying abilities to demonstrate their skills.

The Powerchair Football World Cup 2023 was an inspiring event, furthering the progress of people with disabilities and empowering the community to achieve extraordinary things on and off the field.

FIPFA Powerchair Football World Cup 2023

October 2023 | Sydney Olympic Park, Australia

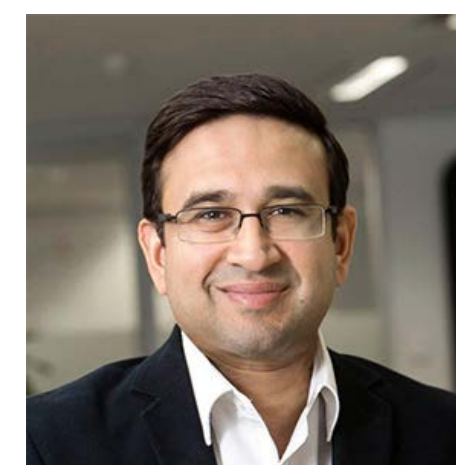
10 nations represented

Players with diverse abilities, including those with Duchenne, cerebral palsy, spinal muscular atrophy, different syndromes and severe handicaps.



“ People with rare diseases and disabilities possess many qualities, attributes and capabilities that define the person’s identity and potential. That is how people in the community should be recognized – rather than by disability. At PTC, we believe everyone should have equal access to participate in life and pursue their potential.

Sarah Bourgeois
VP, Head of Global Marketing



“ Athletic achievements by people with disabilities are parallel to any other major sport and top athlete. The more we can support this development the more the sport can grow and receive recognition.

Nikhil Jayaram
VP and General Manager, APAC



People

At PTC, we invest in our people and dedicate resources to development and learning, ensuring our employees are supported and empowered in their careers. We strive to grow a pool of diverse leaders and focus on continued leadership development.

“ Research consistently shows that a key engagement element for employees is that they feel they are developing in their role. We help make this possible by providing a variety of programs and tools that support employees and leaders in their careers.



Hege Sollie-Zetlmayer
SVP, Human Resources

Our deep passion for patients drives us to think differently about solutions and to work collaboratively as One PTC. We are grounded by our PTC Expectations, which guide the core values, work principles and behaviors that define the culture and bring the idea of a “One PTC” team to life.



Employee Benefits

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

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

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

PTC's Employee Relief Fund (ERF)

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

In 2023:

The ERF received more than
\$25,000 in donations

\$4,200 in grants were distributed

Donations were received from
employees globally

Investing in our employees' learning, skills and career development is integral to our company's success. We offer several resources to support our employees' well-being, learning and career development while providing growth opportunities.

Learning Resources

We have a variety of resources aimed at supporting employees in developing their technical and behavioral skills as well as encouraging their personal development. In 2023, employees worldwide engaged in nearly 8,800 hours of instructor-led development training across all of PTC's programs. In addition to these sessions, employees get access to self-paced resources that promote self-discovery, leadership development, cultural awareness and cognitive diversity.

Award-winning Strengths-Based Culture

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

Coaching and Mentoring Opportunities

PTC 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.

Emerging Leaders (EL) Program

The EL program is a six-month, nomination-based, global program that was created specifically for early career stars at PTC who demonstrate the passion and traits to become successful future leaders. The program was developed with the goal of establishing a healthy range of diversity at the top as these emerging leaders advance.

Leadership Excellence Program

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

Global Onboarding

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



For us, changing the course of rare diseases isn't a job, it is our purpose. Our deep passion for patients drives us to think differently about solutions and to work collaboratively as One PTC.

Our culture at PTC reflects this mission. We endeavor to ensure that our employees can bring their "whole authentic self" to work and strive to make a difference in the communities where we live and work.

We especially value the importance of community and belonging in today's hybrid workforce and seek to foster and encourage open discussions across geographies and departments. This open dynamic allows us to learn from one another and pushes us toward making lasting and impactful change for patients and our communities.


Demographics



48.1%
of employees
identify as male* (318)



51.9%
of employees
identify as female* (343)



36%
of PTC's Board of Directors
identify as female



40%
of the Executive Committee
identify as female

*Based on data for employees in the U.S., due to individual and geographical privacy and employment laws which prohibit collection of this information outside of the U.S.

Global Equality, Diversity & Inclusion (ED&I)

Our ED&I program seeks to deliver on several guiding pillars: cultural awareness, talent pipeline, community outreach and working as OnePTC, all with the goal of making a difference in the lives of our employees and the lives of our patients. We believe in creating an environment where all people feel they can bring their whole self to work and have a sense of belonging while performing at their absolute best.



“ As we look to the future, the ED&I strategy at PTC will continue to stay flexible enough to adapt to the changing world, yet consistently remain aligned to PTC’s growth and expectations. My hope is that PTC will one day have the most diverse workforce in the pharma industry, will be a top inclusive organization and will be sought out by others to mirror the successful achievement of equality.

Pamela Zapata
Senior Director, Global Equality, Diversity & Inclusion

“ We find many commonalities across geographies but also unique differences. What works in one country may not in another and vice versa. It is important to cultivate it appropriately in and across all parts of our operations. ED&I is everyone’s responsibility.

Jesse Sibarium
SVP and General Manager, CEMEA



“ The diversity of the Southern Cone, Andean Countries and Mexico (SAM) region requires a special level of people and engagement to succeed - people moved by passion and entrepreneurship that want to be better and to make the world better for the patients and their families. Those are the people we have at PTC in LATAM.

Joeli Mansim
VP and General Manager, SAM

We have seven Employee Resource Groups (ERGs) and three Business Resource Groups (BRGs).

ERGs

ERGs raise awareness of social and community issues, responding to community needs and crises, celebrating important heritage months and providing community outreach.

API: Asian-Pacific Island ERG

BEC: Black Empowerment Council

MAGIC: Multicultural Alliance Group of Inclusive Communities

OHLA: Organization for Hispanics/Latinx + Allies

PTC Pride: LGBTQ+ ERG

SAMMA: South America + Mexico Multicultural Alliance

W+IN: Women+ International Network

BRGs

BRGs seek to foster a diverse, supportive workplace environment and include members who identify with several of our ERGs.

ECP: Early Career Professionals

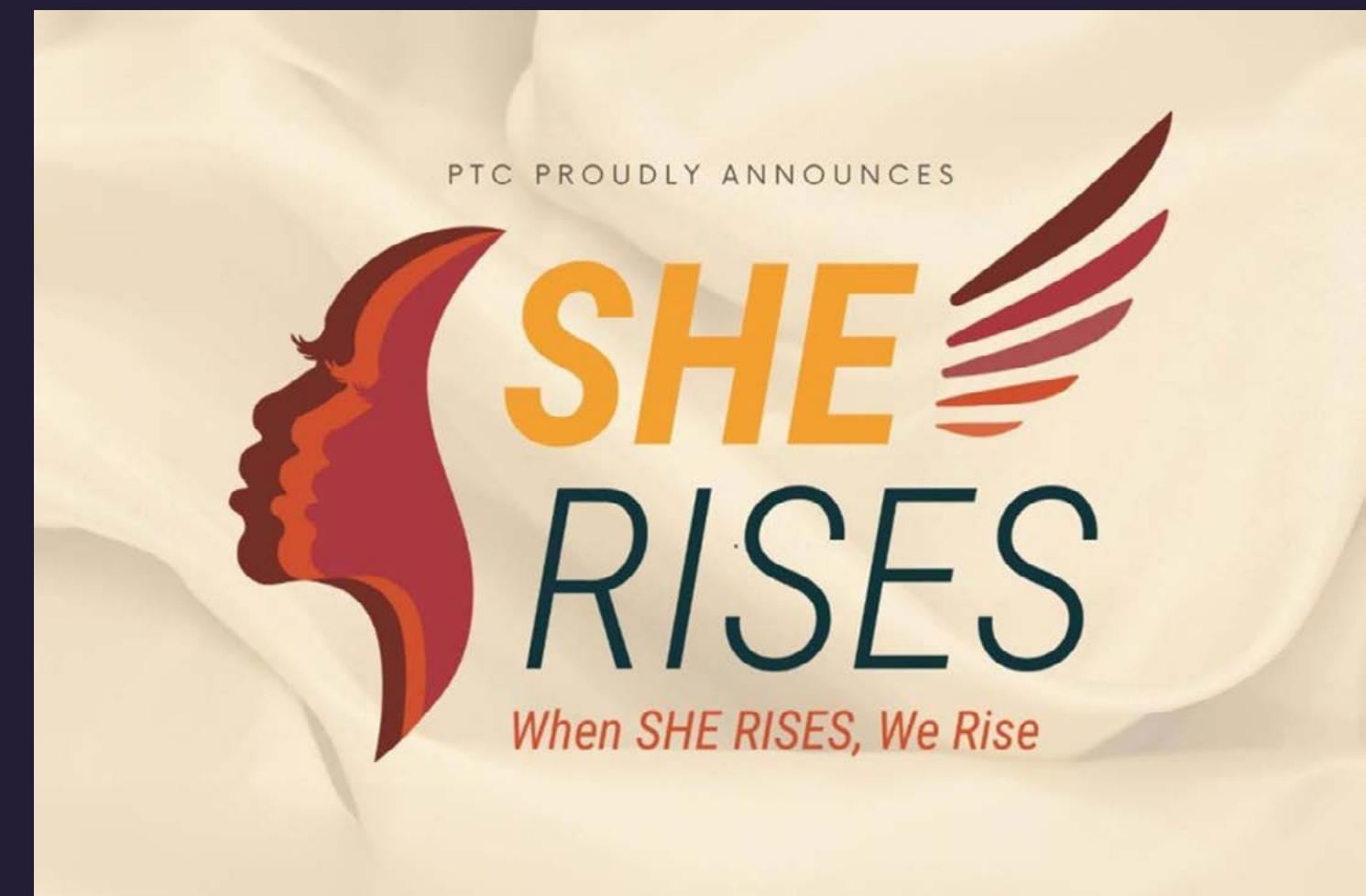
She Rises: Women of Color in Pharma

Balance: Wellbeing



PTC Pride ERG orchestrated an engaging and informative Pride Month celebration in June. They crafted and paraded a vibrant float in the New Jersey Pride Parade, a gesture that drew colleagues from across the region to Asbury Park in a show of solidarity.

The She Rises BRG brought together company leaders to underscore the criticality of nurturing talent and expanding professional development avenues for women of color. Through a series of insightful meetings, She Rises focused on dismantling systemic barriers and fostering an environment where women of color are empowered to ascend to new heights in their careers.





Community

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

In 2023, PTC provided funding to support a wide array of causes. Our Global Outreach Committee helps orchestrate company-wide volunteer and giving opportunities that are guided by five fundamental pillars: students, community needs, patients, planet and emergency relief.



Empowering Future STEM Leaders

PTC is dedicated to encouraging and supporting STEM (Science, Technology, Engineering and Math) education. Throughout 2023, PTC team members connected directly with STEM students around the world to share perspectives, encouragement and hands-on experience.

“ Our aim was to inspire students to consider STEM subjects in their secondary level education, as well as a career in STEM. We showed the multiple pathways that a career in STEM can lead to, how we use social media as a means of communication and that you don't need to be a scientist to work at PTC.

Claire Doyle

Manager, International Tax

The students from Passaic Academy of Science and Engineering (PASE) along with their teachers, visited our labs in Bridgewater, N.J.

In honor of International Day of Women and Girls in Science, colleagues from the Dublin, Ireland office moderated a panel discussion with sixth class students from Scoil Mhuire Girls National School Lucan.

In recognition of Women and Girls in STEM Day, PTC held a webinar for students attending PASE. Members of the W+IN ERG shared their career journeys with students, gave advice and answered questions.

The OHLA ERG visited Montclair State University in N.J. on National STEM Day to host a panel discussion focused on discovering pathways to enter a STEM career.



PTC participated in a STEAM fair at Valley Elementary school in the Poway Unified School District, CA, hosting a hand washing science experiment.



Members from PTC's team in the Boston-area volunteered with the organization Science from Scientists for an escape room-style forensic science lesson organized for middle and high school students visiting the U.S. from Japan.

Community Needs and Volunteerism

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



Team members from Clinical Pharmacology and DMPK in N.J. organized a food drive and volunteered with the Community Food Bank of N.J., packing about 5,000 bags of pasta. Colleagues from the N.J. offices collectively donated 175 pounds of food.

School Supplies

Team members across N.J. sponsored the Jersey Cares School Supply Drive and filled 150 backpacks with school supplies for children in need. The PTC team in California collected and donated backpacks and school supplies to the San Jose Family Shelter at the start of the school year.

Tech Donations

PTC in Germany donated 18 iPhones to PCs für Alle (PCs for All), a non-profit organization in Germany. The devices are refurbished and then handed over free of charge to schools, charitable NGOs and financially disadvantaged people.

The PTC IT Team donated 100 used laptops to three local organizations focused on science and education, and 180 laptops were donated to employees.

PTC in Brazil donated 23 computers to the Instituto Vocação (“Vocation Institute”), part of the institute’s collection to benefit the community of Campo Limpo in São Paulo.

Warm Clothing Campaign

PTC in Brazil ran a Warm Clothing Campaign in partnership with the São Paulo Red Cross. They donated warm clothing, blankets, personal hygiene and cleaning products, and raised funds for communities in need.

Supporting Volunteers

The MAGIC ERG donated to the Fundación Pablo Horstmann, a non-profit organization committed to improving health care and education for children, the sick, the elderly and the disabled. The donation supported three volunteering healthcare professionals from Spain to travel to hospitals in Lamu and Kenya.

Film Screening Fundraiser

The BEC ERG hosted a screening of “The Color Purple” in December as a fundraiser and donated proceeds of the screening to the Pregnancy Aid & Information Center in Raritan, N.J.



Environment

Caring for our communities also includes caring about the environment. As a science-based company, we appreciate the impact we have on the environment. We strive to be good citizens of the world and make changes towards becoming a better planet.

Green Operations: 2023 Key Efforts

- ♻️ The Bridgewater, N.J. facility's participation in our recycling program yielded **76.6 tons** recycled at a 58% recycling rate.
- ♻️ **37,500 pounds** (59%) of the hazardous waste generated in research and manufacturing operations was recycled through fuel blending processes for energy recovery.
- ♻️ Our laboratories met **all environmental standards** and have consistently passed inspections by multiple government authorities.
- ♻️ We continue to replace lightbulbs at our corporate headquarters with **LED lighting**.
- ♻️ We provide **charging stations** for electric vehicles at all of our N.J. facilities.
- ♻️ More than 20% of electricity used at our corporate headquarters was generated through **wind power**.



PTC has adopted sustainability practices in its offices by introducing recycling, composting and food waste reduction, implemented energy saving practices and eliminated the use of plastics such as drink bottles and plastic tableware.

The Green Team at PTC

The “Green Team” in our Zug office works to create a more environmentally sustainable workplace and inspire positive change in the community. They have made considerable impacts which has inspired others in offices around the world to embrace similar practices.

Urban Gardening

The Green Team hosted an Urban Gardening Workshop to teach how to plant fruits, vegetables and herbs in their gardens, terraces and balconies. The goal was to inspire and encourage everyone to grow their own food and, with that, integrate sustainable practices into their lives.

PTC in Dublin planted a fruit and vegetable garden on their balcony and starter packs were given out for employees to plant at home.

Tree Planting for New Hires

We planted 15 new trees for each new hire that joined PTC in the country in which they had been hired. This demonstrates our commitment to sustainability and a reminder of the positive difference we can all make in our communities. In 2023, PTC planted:

- 1,470 trees in the U.S.
- 260 trees in LATAM
- 380 trees in EMEA/APAC



Disposal Collections

In PTC offices around the world, we organize collections of batteries, can seals and bottle caps throughout the year, which are directed to institutions that dispose of these items properly.

Tree Planting and Cleanup Activities

For the second year in a row, PTC in Zug partnered with Almighty Tree and planted 100 trees at a location that had been heavily impacted by bark beetle infestations, which has a direct link to climate change.

The Hopewell Community Environmental Team organized a tree planting event at The Watershed Institute in N.J. Team members also volunteered at one of the nine different 2023 Earth Day Stream Cleanup events on Earth Day across central N.J.

A canal cleanup was organized by PTC in Dublin in recognition of World Earth Day 2023.



Encouraging Reusable and Green Materials

PTC implemented the K-cycle® recycling program in the N.J. offices. This program allows us to fully recycle the Keurig K-Cup® pods, giving all materials a second life and reducing waste disposal in the process. In 2023, we recycled 1750 pounds of K-Cup® material. Seventy-five percent of the pod is converted to compost and 25 percent of the pod is converted to recycled product.

The research laboratories in N.J. adopted some targeted plastic recycling and reuse programs with Terracycle, Corning and Integra, mainly focused on Styrofoam containers and exterior packaging of laboratory supplies. In 2023, we recycled 900 pounds with these three companies.

PTC in Dublin uses green office supplies, supplying reusable note pads and coffee cups to reduce consumption of one-use items in the office and at home. Non-chemical cleaning supplies are also used on site, and chemical-free feminine hygiene products are made available.

PTC in Brazil distributed sustainable thermal cups to employees to discourage the use of single-use plastics.



Ethics & Compliance

Global Compliance Program

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

The program is designed to ensure compliance with company policies and the laws and regulations applicable to the pharmaceutical industry.

PTC provides multiple channels for communication and raising potential compliance concerns. Regular compliance training for all applicable employees is required as part of the program. Compliance policies, training, and education are tailored to the audience and translated into local language as necessary.

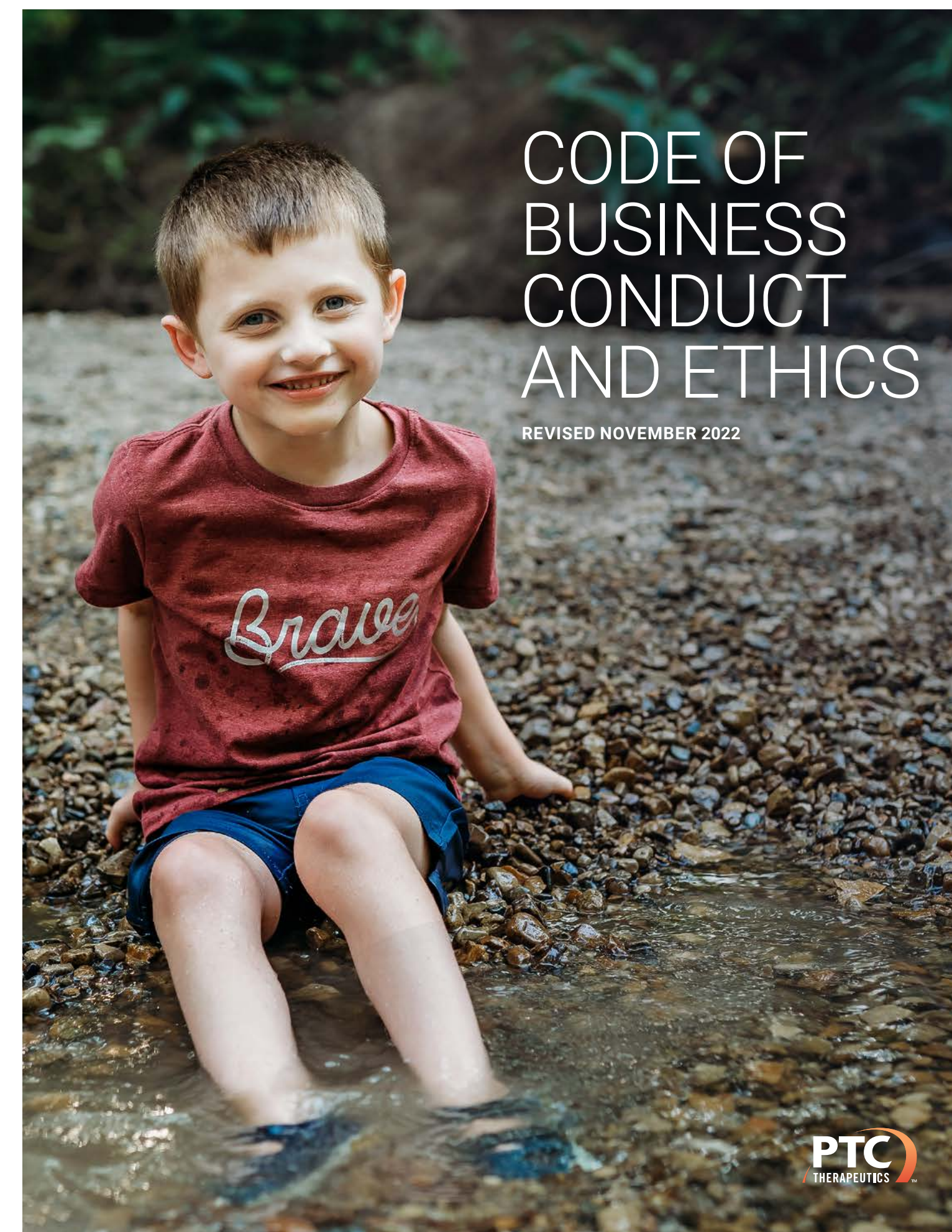
Code of Business Conduct & Ethics

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

Confidential Hotline

There are many resources available for raising questions or concerns about the topics discussed in the Code, compliance issues or a suspected violation. Employees are encouraged to speak to their manager first. They may also raise a concern with Compliance, Legal or Human Resources or report via PTC’s confidential hotline.

Our confidential hotline can be accessed 24 hours a day, seven days a week and is offered in multiple languages. Concerns may be reported by phone or online. This hotline is hosted by a third party and all reports to it are followed up in a timely manner.





Cybersecurity Risk Management and Strategy

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

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

Cybersecurity Governance and Oversight

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

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

Board of Directors

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



Michael Schmertzler
CHAIRMAN



Allan Jacobson, Ph.D.
UNIVERSITY OF MASSACHUSETTS
CHAN MEDICAL SCHOOL



Mary L. Smith
THE VENG GROUP



David P. Southwell
FORMER CEO, TSCAN THERAPEUTICS



Glenn D. Steele, Jr., M.D., Ph.D.
CHAIRMAN, GSTEEL HEALTH SOLUTIONS



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