



Gender Pay Gap Report 2025

Snapshot date 30 June 2025; reflects employee data for the 12 preceding months.

1. Introduction

At PTC, our mission is to deliver transformative medicines to children and adults with serious diseases of high unmet need. We are motivated to provide treatments and new possibilities for our patients. We promote embracing curiosity and our differences. Our employees bring a wealth of perspectives and ideas, driving innovation and fostering a more dynamic team. By empowering our teams to think differently, we fuel innovation and enhance overall performance.

Aligned with our commitment to inclusion, we are pleased to present PTC Therapeutics Ireland Gender Pay Gap Report, which shows a **mean pay gap of -3.1%**.

While we are proud of our achievements to date, we look forward to using the insights from our analysis to guide future initiatives. We remain committed to providing career growth and learning and development opportunities across the organisation.



Hege Sollie-Zetlmayer,
Chief Human Resources Officer

2. What is the Gender Pay Gap?

The Gender Pay Gap Information Act 2021 (Irish Regulations) requires organisations to publish their gender pay gap metrics, along with a statement explaining the reasons for any differences and measures to address them. Initially, in 2022, organisations with over 250 employees began reporting on their Gender Pay Gap. Now in 2025, organisations with over 50 employees will report on their pay gap. PTC Therapeutics Ireland is pleased to share their gender pay gap metrics for the first time as part of this legislation which aims to increase transparency and encourage organisations to take steps to close any gaps. As part of reporting, organisations must report metrics on their chosen 'snapshot date'. For PTC, our snapshot date was 30 June 2025 and reflects employee data for the 12 preceding months.

It is important to understand the distinction between **equal pay** and the **gender pay gap** as these concepts are often used interchangeably; however, they have different meanings:

The Gender Pay Gap

is the difference in average hourly pay between men and women in a company. It does not mean men and women are paid differently for the same job; instead, it shows how men and women are represented in different roles within a business.



Equal Pay

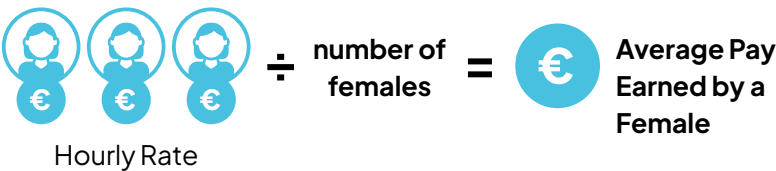
means that men and women in the same employment performing equal work, must receive equal pay.



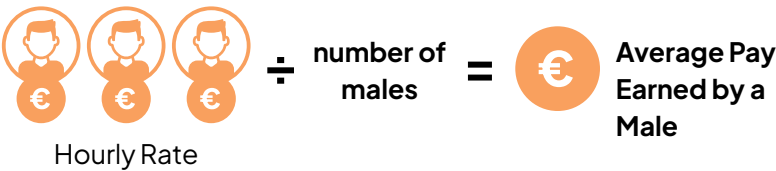
3. Understanding our Pay Gap



How is the mean gender pay gap calculated?



The Difference = The Mean Hourly Gap

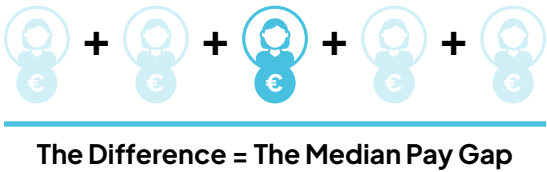


The mean gender pay gap compares the average hourly pay of females to that of males. It is calculated by adding the hourly pay for each gender, dividing by the number of employees in each group, and expressing the result as a percentage.

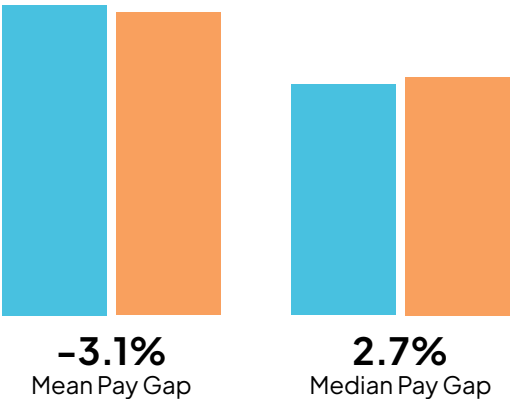
Our Metrics (Snapshot date 30 June 2025)

Total employee population	60
Full-time employees	59
Part-time employees	1
Female employees	37
Male employees	23

How is the median gender pay gap calculated?

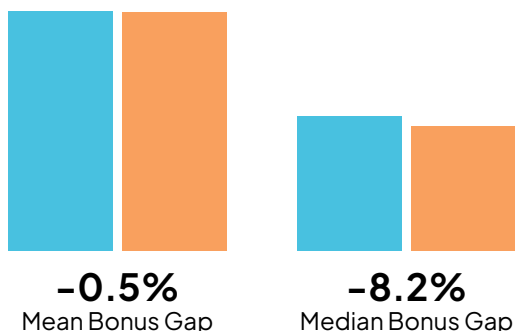


The median gender pay gap is the difference between the female median hourly wage (the middle-paid female) and the male median hourly wage (the middle-paid male). The median hourly wage is calculated by ranking all employees, first by gender, and then in ascending order by pay. The hourly wage of the male or female in the middle is then taken.



Mean and Median Pay Gap

Our mean pay gap is -3.1%, meaning on average, female employees earn 3.1% more per hour than male employees. The difference in average pay results arises from a higher female-to-male ratio in the overall workforce, and more females than males occupy some of the mid-senior level positions in the organisation. **The median pay gap is 2.7%** meaning the middle-earning male employee earns 2.7% more than the middle-earning female employee. For the median role, males are senior managers and females are managers.

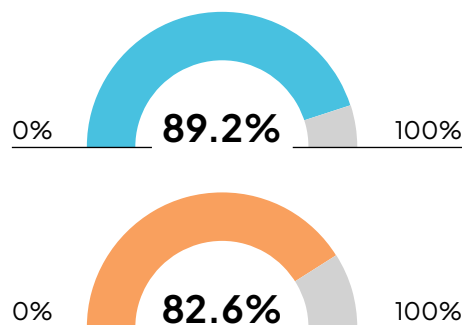


Mean and Median Bonus Gap

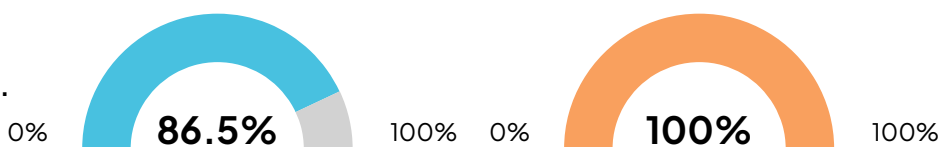
The mean hourly bonus pay gap is **-0.5%**, which means female employees get, on average, a bonus that is 0.5% higher than male employees. The **median hourly bonus pay gap is -8.2%**. This means the middle female employee receives a bonus that is 8.2% higher than the middle male employee.

% of Population Receiving a Bonus and Benefit in Kind (BIK)

We strongly apply an inclusion lens to our bonus scheme. Both males and females are equally eligible for and can receive bonuses. The differences here (**89.2% of females receiving a bonus and 82.6% males**) are explained by the overall gender distribution in the organisation as there are more females than males within the workforce. A slightly larger number of females occupy mid-senior level positions where bonuses are available.

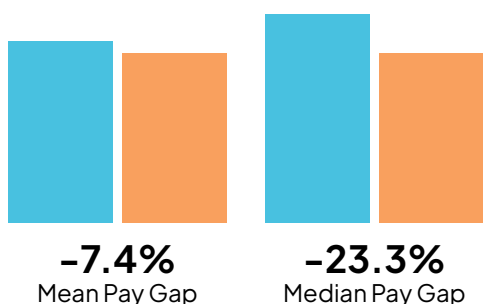


Both males and females can equally avail of benefit in kind – **86.5% of females have opted to avail of these benefits and 100% of males**. These benefits include health, medical, and phone expenses.



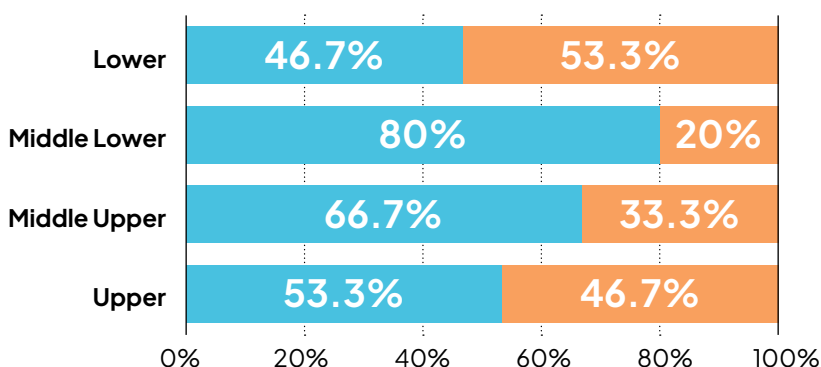
Mean & Median Pay Gap (Temporary Employees)

Our mean pay gap for temporary employees is **-7.4%** meaning on average, females earn 7.4% more per hour than males among temporary employees. Our median pay gap for temporary employees is **-23.3%** meaning the middle female temporary worker earns 23.3% more than the middle male temporary worker. This is due to the distribution of the workforce with more females occupying these positions versus males.



Quartiles

The use of quartiles (dividing the data into four equally sized groups based on hourly pay) enables us to review the distribution of male and female staff across pay ranges. As previously indicated, PTC employs more females than males overall (37 females; 23 males). When examining quartiles, we are pleased to share that the results demonstrate males and females are well represented at all levels in the organisation. We can see that the proportion of male and female employees is very balanced at both the lower and upper quartiles; however, some differences are observed in the middle lower and middle upper quartiles, with more females occupying middle lower and middle upper roles.



4. Diversity & Inclusion Actions Taken to Date

We have implemented a range of Diversity & Inclusion initiatives and programmes designed to empower and inspire all individuals within our workforce.



Our CommUNITY Groups:

Our CommUNITY initiatives are built on four strategic pillars: cultural awareness, talent pipeline, local community outreach, and working as One PTC, with the goal of making a difference in the lives of our employees and our patients.

Our CommUNITY Groups provide spaces for connections, educational activities, and action plans that support employees, communities, and patients. Nearly half of the organisation participates in at least one CommUNITY Group, reflecting strong engagement in our diversity efforts. These groups foster an environment where everyone feels comfortable bringing their whole self to work and experiences a sense of belonging while performing at their best.

Recruitment, Onboarding & Retention Practices:

Our inclusive hiring practices include crafting bias-free job descriptions, blind recruitment, diverse sourcing, leveraging job boards to reach underrepresented groups, and offering candidates support and accommodations.

We also use structured interviews, diverse hiring panels, and provide unconscious bias training for hiring managers. These measures ensure a fair and equitable recruitment process, creating a more inclusive workplace.

PTC is committed to supporting flexible work arrangements and does not mandate strict on-site working arrangements. This flexibility helps all employees achieve a better work-life balance, especially those balancing working life with caregiving responsibilities.

We also offer a variety of benefits, rewards, and well-being options to support and retain working parents and meet the needs of our employees globally. These include medical, financial, child bonding and family planning, work-life balance, assistance programmes, and more.



Recognition at the European Diversity Awards:

In November 2024, PTC was honoured with the Lululemon Community Project of the Year Award for its exemplary contribution to Diversity and Inclusion.

Through sponsorships and active engagement, PTC has been recognised for:

- Supporting inclusion and well-being for individuals affected by rare diseases and disabilities, and collaborating with disability advocacy groups
- Facilitating participation for athletes with disabilities
- Assisting organisers in staging the Fédération Internationale de Powerchair Football Association (FIPFA) Powerchair Football World Cup 2023

Supporting Women:

We remain committed to creating opportunities for women throughout our leadership pipeline. This commitment is evident in our Irish office, where women hold **60% of leadership roles**. Our dedicated COMMUNITY Group, the **Women + International Network (W+IN)**, provides opportunities for women to connect across geographies, disciplines, and structures, and to learn about and address topics that impact women.

We also support women from underrepresented groups by amplifying their voices and have supported initiatives advocating for women in the rare disease community. Additionally, we have partnered with advocacy groups to raise awareness of gender-based violence and provide support services for the homeless, women and youth.



Inspiring the Next Generation of STEM Leaders:

PTC is dedicated to encouraging and supporting STEM (Science, Technology, Engineering, and Math) education. We partner with STEM Passport for Inclusion in Ireland, a programme that addresses inequalities with access to STEM careers among secondary school students in socially disadvantaged communities.

Promoting Career Pathways, Coaching & Talent Pipeline:

All employees are encouraged to create individual development plans, which are supported through mind tools, self-awareness, on-the-job skills development, and technical and behavioural skills training. We also offer educational and professional opportunities outside the organisation.

We established a **Coaching and Mentoring Centre 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.

Our **Talent Pipeline Programme** is a pioneering initiative aimed at cultivating the next generation of industry leaders. Throughout the immersive fellowship programme, participants will be provided mentorship, job coaching, career counselling, and leadership training.

We also offer an **Emerging Leaders Programme** which is a six-month, nomination-based, global programme that was created specifically for early career starters at PTC who demonstrate the passion and traits to become successful future leaders. The programme provides individuals with training and support as these emerging leaders advance to become experienced leaders across our organisation.

Our **Leadership Excellence Programme** focuses on the continued leadership development of employees at the executive level of their careers at PTC. The programme concentrates on honing the leadership skills essential for success, including accountable leadership, coaching and mentoring capabilities, emotional intelligence, and effective communication.

5. Our Ongoing Commitment

We are proud of the progress we have made and the wide range of initiatives established at PTC. We invest in our people and dedicate resources to development and learning, ensuring our employees are supported and empowered in their careers. Investing in our employees' learning, skills, and career development is integral to PTC's success.

We recognise that fostering an inclusive environment is an ongoing journey that requires continuous dedication and effort. As pay gaps can change over time, we are committed to regular review, transparency, and ongoing improvement.



6. Gender Pay Gap Metrics

Employee Demographics	Percentage	
Female employees	62%	
Male employees	38%	
Percentage of employees per gender who received bonus	89.2% (F)	82.6% (M)
Percentage of employees per gender who received Benefit in Kind (BIK)	86.5% (F)	100% (M)
Gender Pay Gap Requirements – Full time employees	Percentage	
Mean hourly gender pay gap	-3.1%	
Median hourly gender pay gap	2.7%	
Mean hourly gender bonus gap	-0.5%	
Median hourly gender bonus gap	-8.2%	
Gender Pay Gap Requirements – Temporary and Part-time workers	Percentage	
Mean hourly gender pay gap (Temporary)	-7.4%	
Median hourly gender pay gap (Temporary)	-23.3%	
Mean hourly gender pay gap (Part-time)	N/A	
Median hourly gender pay gap (Part-time)	N/A	
Gender Pay Gap Requirements – Quartiles	Percentage	
Percentage of employees per gender in the lower quartile	46.7% (F)	53.3% (M)
Percentage of employees per gender in the lower middle quartile	80.0% (F)	20.0% (M)
Percentage of employees per gender in the middle upper quartile	66.7% (F)	33.3% (M)
Percentage of employees per gender in the upper quartile	53.3% (F)	46.7% (M)

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PTC/Corp/IE/25/0006 | Date of preparation: November 2025

