Ireland Gender Pay Gap Report 2026



Snapshot date 30 June 2026; reflects remuneration data for the 12 preceding months.

PTC THERAPEUTICS

1. Introduction

At PTC Therapeutics, our mission is to change the course of rare disorders for children and adults around the world. That mission shapes not only the work we do for patients and families, but also the culture we are building across our organisation.

We are committed to fostering an inclusive, patient-focused workplace where people feel respected, supported and able to contribute fully. For us, this goes beyond the medicines we develop. It is reflected in how we work together, how we lead and how we show up for one another and for the communities we serve as OnePTC.

At the centre of our culture is a deep respect for patients, families and the broader rare disease community. We are guided by the experiences of people living with rare disorders and by the importance of partnership, empathy and listening. That perspective influences not only our work for patients, but also how we support one another as colleagues and how we continue to build a workplace where different experiences and viewpoints are valued.

As a global company, we know that a strong and inclusive organisation is essential to delivering on our mission. Broad representation, authentic leadership and opportunities for growth help create an environment where people can ask questions, bring forward new ideas and do their best work. That strengthens our culture, supports innovation and helps us better reflect the communities we serve.



Patrice Thornton
Senior Vice President
Human Resources

In that context, I am pleased to present PTC Therapeutics Ireland's Gender Pay Gap Report. This year's report shows a mean pay gap of -4.3 percent, reflecting the strong representation of women across our Ireland organization. While we are encouraged by these results, gender equality remains an important priority at PTC. We remain focused on creating meaningful opportunities for professional development, career progression and learning so that women at PTC can continue to grow, contribute and lead across the business.

This report is one part of our ongoing commitment. It gives us an opportunity to reflect on where we are, to be transparent about our progress and stay focused on the work still required to build an even more inclusive organisation.

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. Since 2025, organisations with 50 or more employees are required to report on their gender pay gap.

PTC Therapeutics Ireland (PTC) is pleased to publish its gender pay gap metrics for the second time under this legislation, which is intended to increase transparency and encourage organisations to take meaningful steps to address gender pay gaps.

Employers are required to report based on a chosen 'snapshot' date in June each year. For PTC Therapeutics Ireland, that snapshot date is 30 June 2026. The report must be published within five months of that date. In June 2026, the public side of Ireland's Gender Pay Gap Portal was launched, making it possible for the public to view, compare and review employer gender pay gap data by year, sector and company size. The portal initially contained data submitted on a voluntary basis. For the 2026 reporting cycle, employers in scope are expected to be required to submit their gender pay gap information through the portal, while continuing to publish their report on their own website or otherwise make it publicly accessible.

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.

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

The gender pay gap, by contrast, is the difference in average hourly pay between men and women across an organisation. It does not mean that men and women are paid differently for doing the same job. Rather, it reflects the distribution of men and women across different roles, levels and types of work within the business.

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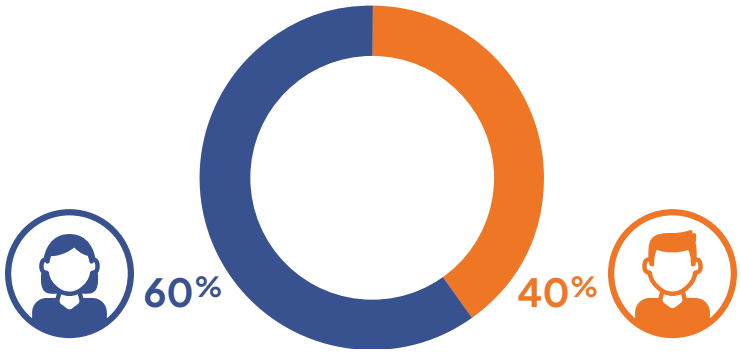


3. Understanding our Pay Gap

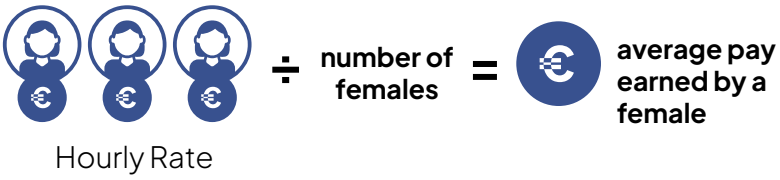
Our Metrics

(Snapshot date 30 June 2026)

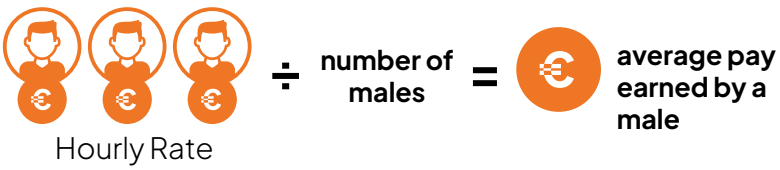
- 60 Total employee population
- 60 Full-time employees
- 36 Female employees
- 24 Male employees



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.

How is the median gender pay gap calculated?



The Difference = The Median Pay Gap



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

The mean pay gap is arrived at by looking at all male and female employees.

Our mean pay gap is -4.3% meaning on average, female employees earn 4.3% more per hour than male employees. The difference in average pay arises from a higher female: male ratio in the overall workforce numbers and more females than males occupy some of the mid-senior level positions in the organisation.



-4.3%
Mean Pay Gap



12.0%
Median Pay Gap

The median pay gap is arrived at by looking at the middle male and female employees. The job levelling of the middle female employee(s) is manager and Sr manager. The job levelling of the middle male employee(s) is Sr manager.

The median pay gap is 12% meaning the middle-earning male employee earns 12% 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 bonus gap is arrived at by looking at all male and female employees who received a bonus.

The mean bonus pay gap is -23.5%, which means female employees get, on average, a bonus that is 23.5% higher than male employees.



-23.5%
Mean Bonus Gap



-9.8%
Median Bonus Gap

The median bonus gap is arrived at by looking at the middle male and female employees who received a bonus. The job levelling of the middle female employee is Sr manager. The job levelling of the middle male employee is Sr manager.

The median bonus pay gap is -9.8%. This means the middle female employee receives a bonus that is 9.8% higher than the middle male employee.

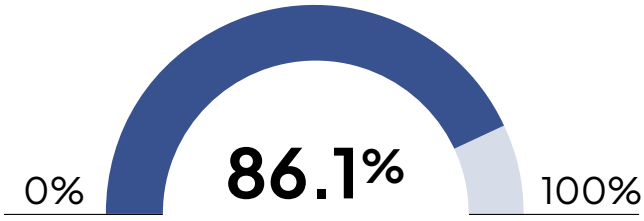
The differences here **(86.1% of females receiving a bonus and 95.8% of males)** are explained by the overall gender distribution in the organisation as there are more females than males within the workforce. A slightly larger number of females occupy mid-senior level positions where bonuses are available.

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

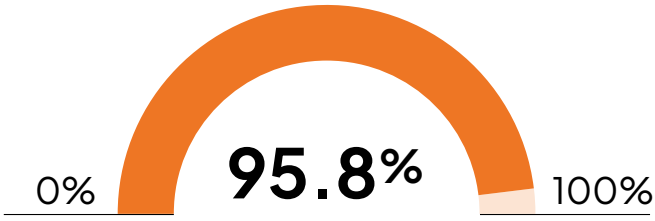
We strongly apply an inclusion lens to our bonus scheme.

All employees who were eligible for a bonus, received a bonus; therefore, the expected percentages for those individuals would be 100%. However, there were 6 employees who did not receive a bonus in the snapshot period; 5 female employees and 1 male employee resulting in percentages less than 100%. Of the 6 employees, 4 were new hires in 2026 that were not eligible for a bonus as they joined after the bonus eligibility cutoff date. The other 2 employees are on contracts that do not include a bonus.

The percentage of men who received a bonus in 2026 was higher than the percentage of women who received a bonus.



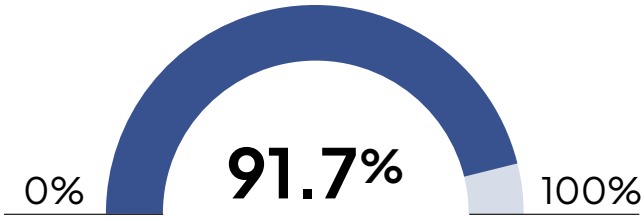
Proportion of females receiving bonus



Proportion of males receiving bonus

Both men and women are equally eligible for and can receive bonuses. Both men and women can equally avail of benefits in kind: **91.7% of women have opted to avail of these benefits and 100% of men**. These benefits include Health, Medical and Phone expenses.

The percentage of men who received benefits in kind in 2026 was higher than the percentage of women who received benefits in kind. Note that, for benefits in kind, it is only the proportions receiving it which are disclosed - not any gaps.



Proportion of females receiving benefit in kind



Proportion of males receiving benefit in kind

Mean and Median Pay Gap (Temporary Employees)

Our mean pay gap for temporary employees is -45.3% meaning on average, women earn 45.3% more per hour than men among temporary employees. **Our median pay gap for temporary employees is -55.3%** meaning the middle female temporary worker earns 55.3% more than the middle male temporary worker.



-45.3%
Mean Pay Gap

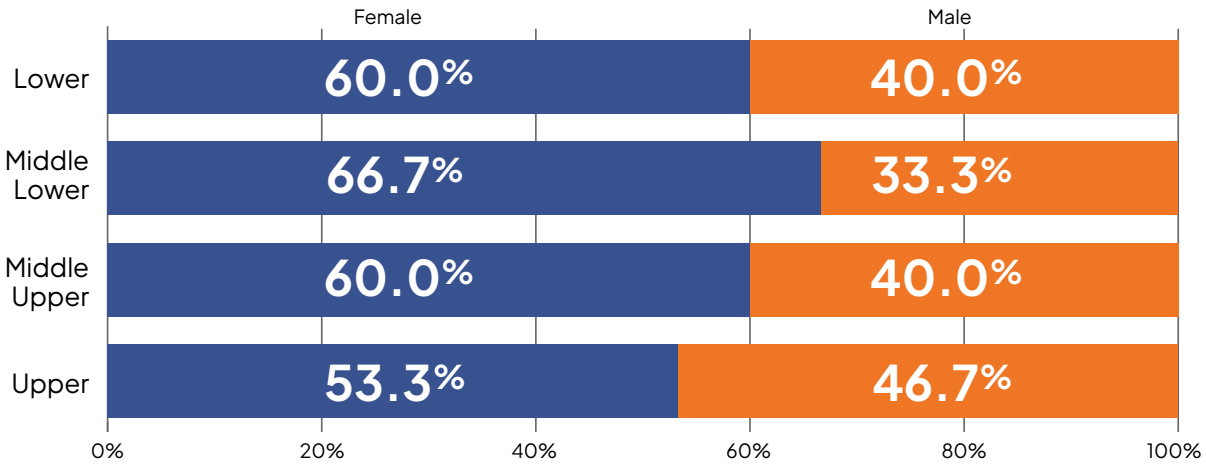


-55.3%
Median Pay Gap

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 Therapeutics Ireland employs more women than men overall (36 females; 24 males).

When examining quartiles, we are pleased to share that the results demonstrate men and women are well represented at all levels of the organisation.



4. Diversity and Inclusion Actions

While this year's overall mean pay gap favours women, we recognise that representation and pay outcomes can change over time. We therefore continue to focus on initiatives that support inclusive recruitment, career development, leadership progression and retention.



CommUNITY at PTC:

Our CommUNITY programme, established in 2020, is built on four strategic pillars: cultural awareness, talent pipeline, local community outreach, and working as OnePTC. These pillars aim to make a meaningful difference in the lives of our employees and patients. CommUNITY Resource 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 Resource Group (CRG), 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 their best.

AnSEO, PTC Ireland's employee committee, reflects the strength of local employee voice in Ireland. Made up entirely of Ireland-based employees, it leads initiatives across local community outreach, social connection, mental health and environmental activities, helping to foster a sense of belonging and a more connected employee experience across PTC Ireland.

Community Resource Group Leadership Team:

Each CRG is supported by a leadership team consisting of co-leaders and a sponsor. Co-leaders are employees who share their passion and purpose while building leadership skills in a safe space. The sponsor, a senior leader, coaches and guides the CRG co-leaders to ensure initiatives are impactful and that the co-leaders have opportunities for growth and recognition. Each CRG leadership team is overseen by the head of CommUNITY.

Recruitment, Onboarding and Retention Practices:

At PTC, we go beyond traditional channels to identify and develop diverse and underrepresented talent. Our inclusive hiring practices include crafting bias-free job

descriptions, diverse sourcing, leveraging job boards targeting underrepresented groups and offering candidates support accommodations. We also use structured interviews, diverse hiring panels and provide bias awareness and interviewing training for hiring managers. These measures ensure a fair and equitable recruitment process, creating a more inclusive workplace.

We recognise the importance of setting clear expectations for our culture, values and behaviours when colleagues join PTC. Our cross-functional global onboarding team ensures a smooth and successful onboarding experience for new hires.

PTC is committed to supporting flexible work arrangements aligned with our business needs and does not mandate strict onsite 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. These include medical, financial, child bonding and family planning, work-life balance assistance programmes and more.

Strengthening Community Through Partnership:

We recognise that building a strong and inclusive culture also means investing in a wider community. Our ongoing partnership with St. Andrew's Resource Centre reflects that commitment. As a trusted organisation at the heart of the local community, the Centre supports individuals and families at every stage of life through childcare provision, youth and outreach programmes, adult education, employment preparation and placement services, support for older people and families under stress, and practical community services such as meals on wheels and welfare advice.

Supporting Women and Making Gender Equality a Reality:

We remain committed to creating opportunities for women throughout our leadership pipeline. This commitment is evident in our Irish office, where women hold 57 percent of leadership roles. Our dedicated CommUNITY Group ***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. The annual WOW Awards, a peer recognition programme sponsored by W+IN, uses blind review by senior leadership to honour achievements across diverse roles and regions, highlighting our dedication to diversity, inclusion and excellence.

We also support women from underrepresented groups by amplifying their voices and have supported initiatives advocating for women in the rare disease community.





Inspiring the Next Generation of STEM Leaders:

PTC is dedicated to encouraging, inspiring 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.

We partner with Trinity College Dublin and the Royal College of Surgeons in Ireland to offer fourth-year pharmacy students a paid placement opportunity. During the four-month placement, students work in Quality Operations, where they gain industry experience, contribute to projects, and are actively involved in day-to-day QA activities. Over the past two years, we have offered placements to four students, and the programme has been so successful that we have invited two former interns back for additional paid contracts.

PTC Link

In 2026, we launched our PTC Link initiative to broaden access to STEM education by building meaningful links between our employees and local communities. Through these partnerships, we aim to inspire learning, support skill development, and create pathways for growth and future opportunity.

The Three Pillars of PTC Link Are:

Link Learn	Link Promote	Link Partner
Create opportunities for learning, exposure and connection that build curiosity, confidence and understanding of STEM.	Represent STEM in the community by sharing PTC expertise, experiences and role models in a practical and accessible way.	Build meaningful relationships with schools, educators and community groups that create lasting pathways for growth and opportunity.

Promoting Career Pathways, Coaching and Talent Pipeline:

All employees are encouraged to create individual development plans and discuss them with their managers. Employee development is supported through self-awareness assessments, on-the-job skills development and technical and behavioural skills training. We also offer educational and professional opportunities outside the organisation.

PTC has established a Coaching and Mentoring Centre of Excellence that provides one-on-one personalised guidance and support to all interested employees. The Talent Pipeline Programme cultivates our next generation of industry leaders providing real-world work experience to recent university graduates. We also offer an Emerging Leaders programme for up-and-coming leaders to acquire the skills to expand their leadership abilities. Our Leadership Excellence Programme focuses on preparing senior leaders for executive roles, promoting accountable leadership, emotional intelligence and effective communication. We encourage our leaders to lead with authenticity and empathy, fostering an environment where people feel comfortable being vulnerable and safe to ask questions.



5. Our Ongoing Commitment

We are proud of the steady progress we are making and of the strategic initiatives driving meaningful impact across PTC. Our commitment to maintaining a diverse and inclusive workplace for all employees remains unwavering. Fostering an inclusive culture where people feel a strong sense of belonging will remain central to our work, supported by initiatives including our CommUNITY programme, coaching and leadership development, inclusive recruitment practices, regular pay reviews, and STEM outreach and partnerships. 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	60%	
Male employees	40%	
Percentage of employees per gender who received bonus	86% (F)	96% (M)
Percentage of employees per gender who received Benefit in Kind (BIK)	92% (F)	100% (M)
Gender Pay Gap Requirements – Full time employees	**Percentage**	
Mean hourly gender pay gap	-4.3%	
Median hourly gender pay gap	12.0%	
Mean hourly gender bonus gap	-23.5%	
Median hourly gender bonus gap	-9.8%	
Gender Pay Gap Requirements – Temporary and Part-time workers	**Percentage**	
Mean hourly gender pay gap (Temporary)	-45.3%	
Median hourly gender pay gap (Temporary)	-55.3%	
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	60.0% (F)	40.0% (M)
Percentage of employees per gender in the lower middle quartile	66.7% (F)	33.3% (M)
Percentage of employees per gender in the middle upper quartile	60.0% (F)	40.0% (M)
Percentage of employees per gender in the upper quartile	53.3% (F)	46.7% (M)

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